



CAREERS SERVICE

OWN YOUR FUTURE

Centre for Higher Education Development

Your **2023** Career Guide

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EMPLOYER
DIRECTORY



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Meet the innovative studentpreneurs that's made their
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Follow the careers of UCT grads that are making
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Your pocket guide to industry leaders and the
opportunities they offer.

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At Webber Wentzel, our stated purpose is

**“to have a transformative and sustainable
impact through our work and actions”.**



Visit our early careers page at grads.webberwentzel.com to apply for our 2024 and 2025 Candidate Attorney Programme. Applications for 2026 Candidate Attorney Programme will open in July 2023.

EXCELLENCE. IMPACT. PASSION.



1 About us



> Welcome

With the theme “Start where you are”, this guide offers unique insights on the working world and how to enter or re-enter it, no matter where you find yourself. Whether you are in your first year of study or a graduate looking for work, you can benefit greatly from the abundance of information, resources and insights this guide offers, and we hope that it encourages you to start working on your career and growing your network – right now.

Last year, this guide was honoured with the title of Publication of the Year by the South African Publication Forum. The judges lauded it for being an invaluable publication, “bulging with incredibly useful and inspiring information and advice.” This year we aim to offer exactly this – content that’s useful and inspiring to you, **no matter where you find yourself.**

If you are busy looking for your dream job, read our 5-step game plan for finding and applying for a job. Want to streamline your efforts? Read about how you can use AI to help with your applications. Not sure what you want to do with your degree? Read about what some of our grads are doing in the Grad Gallery. Considering a postgrad? Read about the benefits

and what you should consider. Starting a business? Devour the entrepreneurship section, which is full of stories of entrepreneurs that started right where you are now.

With the very real challenge of graduate unemployment in South Africa, we take our mandate seriously. We continue to connect UCT students with employers, and we try to push boundaries. We are committed to transformation at all levels, >

**With the very real
challenge of graduate
unemployment in South
Africa, we take our
mandate seriously.**

especially through student success and graduate access to worlds of opportunity and innovation. We believe that our graduates are well-equipped to go into the world and make a difference. Using what they know, who they are and where they come from as integral components to shaping the world from their context and worldview, they can bring home grown solutions to the world's wicked challenges.

In 2022, UCT won the Best Careers Service award at the South African Graduate Employers Association (SAGEA) Development Conference for the thirteenth consecutive year. This year we will be bringing the Epic Job Expo back onto campus. This is the biggest graduate recruitment event managed by a careers service in South Africa.

A big thank you to the employers and contributors featured in this publication. It would be impossible to put it together without you.

Yours in career development,

Kasturi Behari-Leak

Dean: Centre for Higher Education Development

The inspiration behind this **Guide's symbols**

The symbols and patterns used in this publication were **inspired by pictographs and alphabets which have been used for generations across Africa**. In particular, we adapted several symbols from the **Adrinka alphabet**, which is believed to have its origin from Gyaman, a former kingdom in today's Côte D'Ivoire and Ghana.

These are some of the symbols used and their meanings:



A symbol of wisdom, craftiness, creativity, and the complexities of life.



A symbol of affluence, power, abundance, plenty, togetherness, and unity.



A symbol of technological advancement



Symbol of Wisdom, Knowledge and Prudence.



A symbol of Greatness, Charisma and Leadership



A symbol of fortitude, resilience and readiness to face the vicissitudes of life.

Meet the team



- 1. Algeatha Carolus,** Operations Coordinator
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Talk to us


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


General enquiries


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 @uctcareers

 @uctcareersservice

 UCT Careers Service

 UCT Careers Service

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

Visit us on campus

Hours:

Monday - Friday
08:30 – 16:30

WE ARE
HERE



Our Employer Partners

Thank you to the Employer Partners who have renewed their partnership agreements with us in 2023. Employer Partners join hands with us to support a range of multi-year career development initiatives for UCT students.



mazars



McKinsey
& Company



MONOCLE



Start where you are

Events to follow along your journey



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



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



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

TERM 1



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



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



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

TERM 2



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

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



Orientation & registration

Complete all faculty orientation activities – they are all important.



FIRST YEAR

Discover career options with your degree



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



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



Need a bursary?

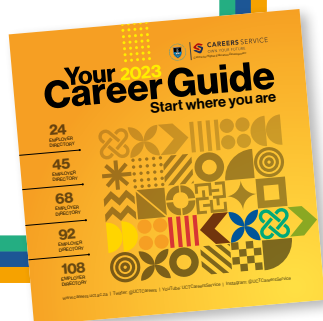
Look for suitable opportunities on [MyCareer](#) portal.

TERM 3



Attend Career panel

and Industry uncovered events related to your faculty.



Gain experience

– apply for student leadership positions and student jobs



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



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



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



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

TERM 4

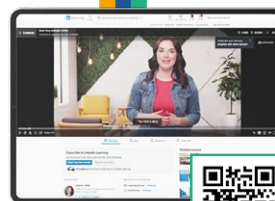


Start building your personal brand



Make a start on your CV

<http://www.careers.uct.ac.za/cvs-cover-letters-and-applications>



Rock Your LinkedIn profile

@ LinkedIn Learning, formerly Lynda.com

<https://www.linkedin.com/learning/rock-your-linkedin-profile>



Dec vac

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



Attend the CV
Writing Basics
webinar.

Attend your
faculty specific
Career Panel.

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

TERM 2

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



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



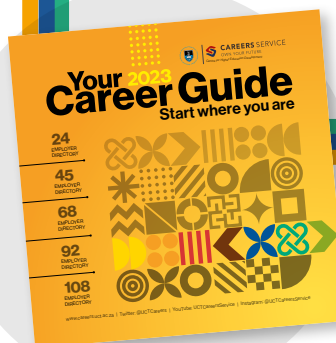
Attend the
Career Expo to
focus and apply
for internships,
bursaries,
scholarships and
vac-work.



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

4-5 May

Attend the job
skills and vac work
webinars to find
work during
vac time.



**Read the Career
Guide** for our 5 step
plan to secure a job

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





June/July vac

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

TERM 3



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

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

UCTPLUS

UNIVERSITY OF CAPE TOWN



TERM 4

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



Attend your Faculty CV Review Pop-Ups.

Take part in Student Entrepreneurship Week



Update and improve your LinkedIn profile and add relevant contacts.

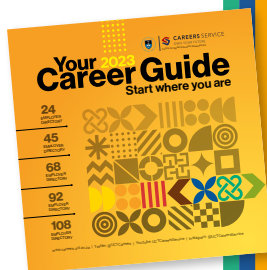
Find vac work opportunities and prepare your application.

Dec/Jan vac

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



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



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

FINAL YEAR

TERM 1

Registration



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



June/July

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

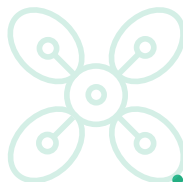
Use your **Careers Service Guide** as a resource to help you with your job search.

Attend the Career and Law Expos



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

TERM 2



Compile your **application** for postgrad studies.



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

June/July vac

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

TERM 3

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

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

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



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

Graduation

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



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

TERM 4

Find a job

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



Proceed with postgrad

- Update your **CV** and create a **Researchgate profile** to kickstart your **academic career.**
- Look out for **teaching or tutoring opportunities** in your department.
- Log into the **Postgrad Hub** for valuable information and resources to support your postgrad journey
- Log into **MyCareer** to update your **preferences.**



Where will you go next?

Start working

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

Build your own business

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



2

**Start
where
you are**





Let's jumpstart the African renaissance

BY KARIN VAN LAEREN

When faced with the incredible challenges we face as a country – loadshedding, the rising cost of living, corruption – it is understandable that many graduates seek greener pastures. But what if, instead of running away, we stay and work on our problems?

We encourage you to **“Start where you are”** – whether you are just starting out in your degree or looking for your first job, you can start making a difference right now.

This doesn't mean you have to start a large NGO or lead political parties. But in small (but significant) ways, you can make a difference. Here's how you can be part of the African renaissance.

- **Think about who you want to work for.**

Globally, statistics show that the majority of job seekers are looking for employers that care about the planet and its inhabitants, and have a positive influence on the world. If enough employees have this inclination, it puts pressure on employers to up their game.

- **Hone your ethical competence.** For our country and continent to grow, we are going to need strong leaders that can resist the temptations of mismanagement and corruption. Learn more about how to do this here.

- **Contribute knowledge.** Look for research opportunities where you can find innovative solutions to social and economic problems in our country.

- **Start a business locally.** Entrepreneurship can be a key driver of economic growth and development, and when you are a student at UCT, there is an entire ecosystem dedicated to help you start your business. Some employers will even allow you to start a side-hustle (in your free time) – read more about that later.

- **Make a comeback.** If you do decide to spend some time overseas, make a point of coming back home later in your career to implement what you have learned.

For inspiration on how to make a difference in your industry, look no further – simply page through this Career Guide.

Entrepreneurship can be a key driver of economic growth and development, and when you are a student at UCT, there is an entire ecosystem dedicated to help you start your business



The skills revolution is here: the top skills and graduate attributes

BY HISHAMODIEN HOOSAIN AND SAFIA LAGERDIEN

The world that you're entering after graduation is complex and fast moving, and the graduate job market is highly competitive. Pay attention to campus life – alongside your courses, where you'll develop discipline-specific knowledge, skills and abilities, campus life will offer unique experiences and possibilities. You might meet new people, discover fresh interests, develop enduring life skills and career prospects, and even enhance your employability.

In a highly competitive context, employers value graduates who have developed and acquired attributes and skills that enable them to contribute to their growth and sustainability.

We surveyed the companies that feature in this year's Employer Directory, and asked them to rank the skills of the future and to provide insights into sought-after graduate attributes.

These are their top responses:



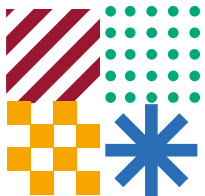
Skills

These are abilities that you can develop and acquire through training, practice and experience. They are discipline- or job-specific, transferable and applicable across multiple contexts.

- **Critical thinking** – the ability to think clearly, rationally, using logical reasoning and understanding biases.
- **Communication** – the ability to communicate orally, in writing, or via electronic means.
- **Mental flexibility** – the ability to translate knowledge to different contexts, being adaptable, and the ability to learn.

Pay attention to campus life – it will offer unique experiences and possibilities.

- **Teamwork** – involves working collaboratively with others to achieve a goal.
- **Planning and ways of working** – involves the ability to plan and prioritise your workload.
- **Critical thinking** – ability to evaluate and draw conclusions from information, to find sustainable solutions to complex problems and make decisions.
- **Complex problem-solving** – ability to use appropriate knowledge and skills to identify, formulate and solve complex problems to reach conclusions.
- **Judgement and decision-making** – ability to apply appropriate methodologies to define and deal with situations in a professional manner.



Employers are looking for graduates who are able to analyse complex problems, think creatively and critically, and develop innovative solutions.



Graduate Attributes

These are the broader qualities that you develop through your wider educational experiences. They enable you to be successful in your career and contribute to society, and they're not only linked to discipline-specific and technical skills.

Emotional intelligence – being self-aware and reflective; flexible and resilient; with capacity to accept and give constructive feedback; acting with integrity and taking responsibility for actions.

Valuing cultural diversity – being able to understand, accept and respect diverse cultures when making decisions.

Resilience – ability to bounce back from difficulties; face and overcome challenges and be strengthened by them.

Confidence – being self-assured in own abilities and ambitions; being engaging and positive.

Curiosity – eager for opportunities to learn, reflect and apply new knowledge and skills.

It is safe to say that employers are looking for **candidates who possess a wide range of graduate attributes and skills**. Focus on demonstrating how you've developed and applied these during your studies – this can position you as a highly desirable candidate for employment. Be sure to highlight these skills and graduate attributes in your CV and cover letters when applying for jobs.



From Doctor to Designer

BY MELISSA THEUNISSEN

I stopped working as a medical doctor in 2017 and I am now four years into my career as a UX designer within the digital healthcare industry. This means I now use my medical expertise combined with a human-centred design approach to help develop digital solutions that make your healthcare journey easier.

It was exciting, but tough, switching careers at 30. I faced feelings of guilt for further burdening my peers still working in under-resourced hospitals, especially during the COVID-19 pandemic.

For some readers, I imagine I sound crazy for hanging up my stethoscope. You may think I've wasted all those years studying and working, and that I am throwing away my talents. To you, I say it is for that exact reason that healthcare professionals, like me, should be involved in creating the digital solutions that will shape, and be integrated into, the healthcare of tomorrow. It is our clinical experience, and empathy for our patients and the communities we serve, that equips us with the skills and expertise necessary to help create technological solutions that are medically-sound, but which also promote inclusive and accessible healthcare for all.

To those that work in healthcare, at some point you may wonder what life would be like if you opted for a different occupation. The six-year programme at the UCT Faculty of Health Sciences equipped me with a strong foundation of medical knowledge and the necessary clinical exposure to guarantee a great start in my medical career. However, it's difficult to prepare anyone for the mental strain of dealing with the varying challenges you will face working in public hospitals. For me, this included navigating the toxic hierarchical culture, dealing with sexual harassment from patients and peers, and let's not forget the unspoken issues faced for being a coloured, female doctor in a post-apartheid and multi-cultural context. After six years of medical practice, I made the decision to break away and pursue a different path to protect my own well-being.

It was at this point when I moved to the Netherlands and, by chance, discovered user experience design. After an intensive 10-week design bootcamp and months of applications and rejections, I landed a role at myTomorrows, a platform that connects patients facing unmet



**Only you
define what
limitations
your
diplomas and
certificates
have, and only
you know what
brings you joy
and what adds
meaning to
your life.**

medical needs to treatments in development worldwide.

It was exciting, but tough, switching careers at 30. I faced feelings of guilt for further burdening my peers still working in under-resourced hospitals, especially during the COVID-19 pandemic. I still have moments of doubt whether my design work is good enough compared to others in the industry, and I still need to be careful not to fall back on old habits of allowing my work to consume my time and identity. On this rollercoaster journey, the invaluable support my family and friends give me helps me pick myself up when I'm down and make sure we celebrate the big and small wins along the way that prove I can do this.

I am grateful that myTomorrows recognised the value I would bring with my medical expertise, transferable skills from my previous work experience and the passion I had to keep growing my new design toolkit. All of this combined allowed me to help our team improve the myTomorrows platform experience, and I am proud that my impact in the organisation was recognised – I was promoted to the company's design lead last year.

I don't miss being a doctor, because I know I still have the same goal of helping patients. I now help them indirectly through my creative career choice, which brings me more joy and allows me to have a better work-life balance.

I hope all those currently working as healthcare professionals, and all those considering a health sciences degree, are inspired to look beyond the confines of the box you may feel your educational achievements put you in. Only you define what limitations your diplomas and certificates have, and only you know what brings you joy and what adds meaning to your life. For some, that may mean it is enough to stay on the path of your chosen career, but for those like me, who wonder if there's something else they could do, don't be afraid to step outside your comfort zone and try something new. As Robert Frost wrote: "Two roads diverged in a wood, and I – I took the one less travelled by, And that has made all the difference."

**I don't miss being a doctor,
because I know I still have
the same goal of helping
patients, but instead by
helping them indirectly
through my creative career
choice that brings me more
joy and allows me to have a
better work-life balance.**





The value of **purpose** in times of uncertainty

BY JENNY GREYLING, TALENT DEVELOPMENT AND TOTAL REWARDS LEADER AT EY

These days a lot is written and spoken about the importance of purpose. Let's explore why purpose has become so important in the world of work and how you can go about discovering your purpose to bring out your best self.

What is 'purpose'?

During unpredictable times, stability can be achieved when individuals are grounded by their purpose. Purpose is how we see the world, how we act, how we connect and how we focus on our own wellbeing as well as those around us.

Why purpose matters

Personal purpose is fundamental in helping you achieve your full potential and more satisfaction, both personally and professionally. Research shows that purpose-driven leaders bring out the best of themselves and others.

The key to determining your purpose is reflecting on your strengths and the unique, meaningful contributions you make at school, university and the people you interact with. Understanding your personal purpose has exponential benefits in that it guides how you think, act and grow. Being clear about your purpose matters to prospective employers as it becomes your north star, which is activated through the work you do, and you are more likely to find personal meaning in what you do, making you perform at your best.

Self-awareness, reflection and feedback can help you determine your personal purpose to achieve both personal and professional fulfilment.

Likewise, organisations that are purpose-driven are more likely to be successful and are shown to grow purpose-filled leaders who lead with vision and bring out the best in others. Organisations want to employ people who can connect their personal purpose to their work, and this enables them to contribute to something bigger than themselves.



Self-awareness, reflection and feedback can help you determine your personal purpose to achieve both personal and professional fulfilment.

Knowing your personal purpose is fundamental in helping you to achieve your full potential and a more satisfying personal and work life.

Discovering your personal purpose

One of the first things you can do when trying to discover your purpose is to think about what brings you fulfilment and joy. The easiest way to do this is to think about a specific instance(s) and the impact that it had on someone.

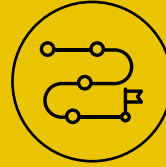
The second useful reflection is to look at purpose from another angle: what you see as your strengths and what is most important to you – your values. Here, you can think of a moment when you were at your best or most proud of yourself. This can be a recent memory or one from your childhood or teen years. Once again, it is useful to identify the specific impact you might have had.

These two reflection exercises should generate several common themes which can help you in articulating your purpose. Examples of these themes could be statements such as – “shows courage in difficult circumstances”, “is persistent”, “achieves more than thought possible”, “recognises accomplishments” and so on.

In drafting your purpose, you would use the following format: I am here to <insert your action> in order to <insert impact>.

Examples of a purpose statement could be: “I am here to help identify people’s gifts in order for everyone to have a chance to live their dreams” or “I am here to lead with honesty and kindness in order to make a difference in someone else’s life.”

One of the first things you can do when trying to discover your purpose is to think about what brings you fulfilment and joy.



The **5-step** blueprint

This blueprint can help you successfully activate your purpose to ensure fulfilment:

- Share and refine your personal purpose.
- Use your purpose as a filter for decision-making and behaviour.
- Continue to connect your purpose to your studies and the work you will do.
- Use your purpose as a communication tool.
- Engage in daily reflection to bring your purpose to life.
- Leading your life with purpose is fuelled by a growth mindset which focuses on improving your abilities, developing skills and enabling constant learning and growth.

Activating your purpose

Articulating your purpose is not enough, you need to activate it to see the benefits. When you are clear on your purpose it becomes a powerful compass for guiding your life. It clarifies what you are saying “yes” to, and what you should be saying “no” to.

Activating your purpose daily will mean you do more of what is important to you each day. If this is done well, your personal purpose statement should reflect what fulfils you and your unique gifts that bring you the most energy, and help you to be at your best.

A life-long journey

Whilst your purpose is ever evolving, its success hinges on you activating it in your life. In our fast-paced and changing world, greater success is achieved by individuals who are clear on their purpose. These leaders are centred and take time away from the fast-paced busyness surrounding them to reflect and learn from their interactions daily.

Be deliberate about taking time to think about how you see yourself in the future, what is important to you and whether you are guided by your purpose to impact the things that are important to you.

In our fast-paced and changing world, greater success is achieved by individuals who are clear on their purpose.

A Powerful Combination of Theory & Business Expertise for a Global Career

With the sharp and consistent rise of globalisation, it is becoming increasingly important to gain an international perspective to succeed in the world of business. To aid internationally minded professionals in embracing the opportunities presented by a globally connected business world, the UCT Graduate School of Business offers the CEMS Master in Management (MIM) programme.

This one-year Master's programme includes international management courses, business skills seminars, an international internship and a business immersion project at a multinational organisation. After completion, students earn two qualifications: the Master in International Management by CEMS, and the Master of Management specialising in International Management degree by UCT GSB.

Connect with a global community

The CEMS MIM provides students with the opportunity to travel the world while studying. This programme allows you to spend a term living and studying abroad in one of the 34 top business schools, located in some of the world's most popular and globally relevant cities, including the New York, Milan, Singapore, Paris, Sao Paulo, Cairo, Tokyo. Additionally, students are able to do an internship term in a third country working for one of more than 70 of CEMS' world-renowned corporate partners.

Being a CEMS student allows you to join a network of alumni of over 18000 businesspeople, spanning 100+ nationalities and tied to 74 multinational corporates.



96%

of CEMS graduates
are employed or
studying



93%

have worked
outside of their
home country



75%

work for
multinational
companies

Greater earning and career potential

The UCT GSB's Master of Management is a powerful gateway for graduates to enter the international job market, with a qualification that is consistently ranked among the top Master's programmes in the world. It allows recent multilingual graduates in the commerce, business and economics fields to grow in a truly global career and gain international work experience to add to their degree.





3

Working World





Your 5-step plan to get a job

➤ 1 Find the right **opportunities** for you BY NHLANHLA MAPHETU

The current job market is more competitive than ever before. Employers have their pick of the best candidates, which means it is crucial that you increase your chances of success by finding the opportunities that are best suited to you.

Get to know yourself

Knowing your strengths, weaknesses, interests and goals can help you identify the right job for you. Take some time to reflect on what motivates you and what you're passionate about by asking yourself: What do you enjoy doing? What do you find yourself naturally drawn to? What do you find yourself naturally good at? What do you want to achieve in your career?

Once you have an idea of the type of job you're looking for, you can start researching potential employers and job opportunities. Look for companies that align with your values and interests and make sure the job is a good fit for your skills and experience.

Career events

It is important to research the job market to identify potential opportunities that fit your skills and experience. This can be done by attending career expos, professional events, networking with industry professionals, and searching online job boards.

Here are some tips on how you can work a career expo or event:

1. First, research the companies that will be attending the event. This can be done by looking at the event website or social media pages.



VISIT THESE SITES AND EXPAND YOUR CAREER OPTIONS:

[The South
African National
Career Advice
Portal \(NCAP\)](#)

[PROSPECTS](#)

[UCT Careers
Service
webpage](#)

2. Get a better understanding of their mission and values.
3. Look for exactly what it is they do. This will give you an idea of the type of opportunities they offer and the qualifications they are looking for in applicants.
4. Network with the people attending the event. Talk to representatives from the companies and other attendees.
5. Ask questions about the opportunities they are offering and which qualifications are needed.

Online resources

To search for and find the right opportunity for yourself, you will need to explore different platforms such as social media, job search portals and search engines. As the saying goes, "finding a job is a job in itself." It is best to start by looking at options that your qualification would have prepared you for. Reflect on what knowledge you have acquired through any qualifications, work experience, extra-curricular activities (such as sports, community, or volunteer work), hobbies, interests and additional training (such as short courses, online certificates or employer training).

Start with resources available to you:

Know what's possible for you and your degree

Reflect and explore the possibilities with your degree. The South African National Career Advice Portal (NCAP) and PROSPECTS websites can help with the process of expanding on your career options.

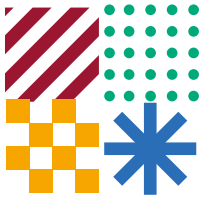
UCT Careers Service website

As a UCT student, graduate or alumni, you can book an appointment with a careers development consultant to discuss how you can find the best career options for yourself: [Book a slot with a Careers Consultant.](#)

Secondly, you can use the **UCT Careers Service** webpage, [Managing Your Career | University of Cape Town](#), which gives you access to resources and materials to help you succeed in searching for job opportunities, including how to go about finding a job, options within your degree, using the myCareer job portal and various materials on researching job opportunities. (<https://careers.uct.ac.za/students-making-applications/applying-jobs-and-bursaries>).

Job portal sites

When using job portals, such as Glassdoor, CareerJunction, Indeed and Careers24, you will notice that each job search portal has its



Google Careers is available for you to search for opportunities across multiple organisations within your region, or according to your skills, experience, location and qualifications.

own way of advertising and naming the same job. Take note of the opportunities you feel are right for you, and keep track of them on an excel spreadsheet or a notepad.

LinkedIn

LinkedIn provides you with the ability to search for opportunities and connect with various people from the organisations you are targeting. You can also have direct conversations with potential job posters on the platform. LinkedIn is an invaluable tool when it comes to job searching, since it also allows you to connect with recruiters, which can be a great way to get noticed and secure an opportunity. Additionally, LinkedIn provides a wealth of resources to help you

craft your personal brand profile, prepare for interviews and find the right job for yourself. With its robust search capabilities and extensive network of professionals, LinkedIn is an essential tool for anyone looking for new opportunities.

Google

Not only can Google help you navigate the internet, but you can also use it to explore and prepare yourself for great job opportunities. To start, search for Google careers or go to [Search Jobs – Google Careers](#). [Google Careers](#) is available for you to search for opportunities across multiple organisations within your region, or according to your skills, experience, location and qualifications.



2

Do your **homework**

BY NHLANHLA MAPHETU

Before you apply for a job, make sure you understand the company and if it is a good fit for you.

Analyse the job description

The first step is to understand the job description. The job description will provide you with an overview of the expectations that the company has for an ideal candidate. This will help you prepare thoroughly and tailor

your application or interview to meet the job description.

One of the most important steps when analysing a job description is to look beyond the job title. A job description will include the job title, duties and responsibilities,



**CLICK HERE
for informational
interviews on
Career Service
website**



**Look for
news articles
about the
organisation
to better
understand
its current
operations
and any recent
changes
within the
organisation**

qualifications and any other necessary information. Analyse the duties and responsibilities indicated in the job description to see whether they align with your interests, collected experience, qualifications gained and values. Analysing the job description and evaluating the job title will help you tackle different opportunities based on the responsibilities, and not based on the job title.

Visit the company website

Find information about the company on its website: have a look for its mission, values and goals, as well as its history, products and services. Additionally, the website may provide information about the company's leadership, its size and its locations.

Online reviews and articles

Look at what other people are saying about the company. Depending on the size and popularity of the organisation, you can find detailed reviews on various sites like Glassdoor, hellopeter.com, Jobvine, Indeed and Google. From this, you can get insight into the company's culture and perhaps even how employees feel about working there. Also look for news articles about the organisation to better understand its current operations and any recent changes within the organisation.

Use social media

Most companies will have various social media accounts, from Facebook and YouTube, to LinkedIn. Visit these to gain insight into the company's culture and values, their mission, products, services and to learn about any recent news, like what their current projects, initiatives and goals are. Perhaps even more significantly, LinkedIn can show you the people that are working at the company. Have a look at the employee profiles: what type of people are normally employed – what are their skills and academic backgrounds like? Also see if you can get an indication of employee turnover. Is there a significant number of ex-employees that only worked at the company for one year or less?

Talk to employees

Finally, if you have the opportunity, try to speak to someone who works (or has worked) at the company to get an insider's perspective. There are different ways to go about finding people who work at a company. Ask a lecturer or somebody in your faculty if they can possibly connect you with somebody, or look on LinkedIn if you have a friend in common with an employee. If you open the company's profile on LinkedIn, you will be able to get a list of previous and current employers – explore their profiles and reach out to two or three people to ask if they would be willing to do an informational interview.

3



Put together your base (draft) **CV**

BY MEGAN BLACKER

Follow these quick easy steps to craft your generic/base CV. It will make targeting your CV for your job applications that much easier. Think of your generic CV as a 'working document' that you will update on a regular basis.



Format and structure

Be consistent with your CV format – this will aid the look, feel and ultimately the professionalism of your CV.

- Choose a font that is simplistic and easy on the eye, as recruiters may have to scan hundreds of CVs. A font that is too close together, or one that is curvy, will not be acceptable.
- Do not use a font size smaller than 11.
- Be strategic with how you use **bold**, CAPITAL LETTERS and underlined words, as these will draw the reader's attention.
- Do not worry about the length of your base CV, but be sure to keep your sentences short and concise. Keep in mind that your targeted (final) CV will need to be 2 pages (or even 1 page if required).
- All your headings, sub-headings and any bullet points need to be structured in a standardised way, e.g. 2023 | Bachelor of Social Science degree | University of Cape Town.
- Recruiters will often only look at the top third of your CV, so make sure to put the most important information first.

JOHN DOE
PROFESSIONAL
Lorem ipsum dolor sit amet, consectetur adipiscing elit. Nullam augue. Etiam

john@example.com
+27 82 555 5555
www.example.com
www.example.com

WORK EXPERIENCE

COMPANY NAME 2021 - 2021
Lorem ipsum dolor sit amet, consectetur adipiscing elit. Vivamus fringilla orci vel massa imperdiet, sit amet tincidunt tortor mollis. orci Proin.

COMPANY NAME 2019 - 2020
Lorem ipsum dolor sit amet, consectetur adipiscing elit. Vivamus fringilla orci vel massa imperdiet, sit amet tincidunt tortor orci mollis. orci Proin.

COMPANY NAME 2015 - 2018
Lorem ipsum dolor sit amet, consectetur adipiscing elit. Vivamus fringilla orci vel massa imperdiet, sit amet tincidunt tortor mollis. orci Proin.

EDUCATION

DEGREE NAME
University of Cape Town

DEGREE NAME
University of Cape Town

TECHNICAL COURSE
Online College

SKILLS

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

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

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

1. BONUS SECTION

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



Include

- 1. Essential contact details.** List your personal phone number and professional email address (sexybeast7@gmail.com won't do). Here, you can also include a link to your LinkedIn profile. Only add other social media links here if it is relevant to your background (e.g. Behance for your portfolio or Github for programming work).
- 2. A short objective statement.** This needs to outline what you can offer an employer. Are you dependable or calm under pressure? Do you have a special skill? Say it here.
- 3. Education details.** If you do not have formal job experience, it makes sense to put this section above your work experience. Add any honours, awards, majors, relevant coursework and publications. Do not add your final mark unless it is excellent.
- 4. Work experience** (Or simply "Experience"). Reflect on all your different past and present activities you may have been involved in. This can include voluntary work, internships, a side hustle, or leadership involvement in a university society or a sports club. Rather than listing your responsibilities, reflect on and capture achievements in the role. E.g. improved 10 matriculants' final mathematics mark by 5% through

systematic teaching approach and empathic engagement with learners. All experiences are relevant for your generic CV as capturing them as you go along will enable you to decide what to include in your targeted CV.

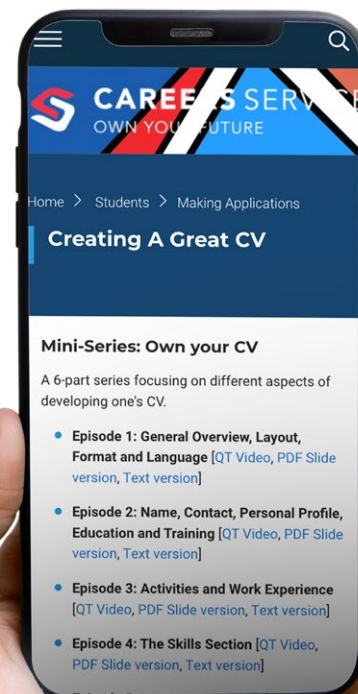
5. Your skills section. This is not about just listing your skills, but also where you provide evidence to prove the skills you have developed through different experiences. With practice, you will get better at a skill and your examples will therefore evolve with time. Reflect on all the [different types of skills](#) that you have developed, e.g. people skills (leadership, social influence), technical skills, problem solving skills (creativity, reasoning) and self-management skills (resilience, flexibility). You might decide to split this section into “Technical skills” and “Personal skills”.

6. References. Ask permission from a range of referees from different experiences, e.g. your lecturer or volunteer organisation leader. Ideally, you want to choose which referees to present on your final targeted CV as this depends on the role that you are interested in – for example, it is best to have academic supervisors and lecturers for research roles.

7. Bonus sections. Additional headings are determined by the type of CV the role requires. An academic CV, for example, would have research related headings like publications and presentations, whereas a discipline-specific CV might have a ‘Professional memberships’ heading. A skills-based CV is needed when you are working outside of your discipline, and may have an ‘Additional courses’ heading.



Reflect on all the different types of skills that you have developed, e.g. people skills (leadership, social influence), technical skills, problem solving skills (creativity, reasoning) and self-management skills (resilience, flexibility).



Tips for putting together your portfolio

A portfolio, for some disciplines/professionals, is as important as a CV. It can be gratifying to craft your portfolio, but also daunting. Here are some tips to get started.

1. Start by identifying, collecting and curating your best work.

This will differ depending on your target audience. Do not include any work you are not proud of or would not want to do again.

2. Decide the relevant platform to present your best work.

This may be dictated by your discipline – GitHub works well for demonstrating coding work, while Behance or a personalised website may be better suited for a photographer or architect.

3. Keep your portfolio simplistic

by using a standardised format and clean design. Categorise your work to make it easier to navigate the portfolio.

4. Provide a link on your CV to provide recruiters quick access to your portfolio.





4

Your targeted **application**, CV and cover letter

BY MEGAN BLACKER

You are now ready to focus your application to increase your chances of being interviewed. It is vital to customise your CV and application to make sure it appeals to the person reading it – picture a recruiter spending seven seconds on your CV – what do you want to stand out to them? What would make them stop and look more in depth at your application?

Take the base CV you've created in step 3, and customise it to fit the job you are applying to.

Speak their language

Incorporate some of the words used in the job advert (in terms of skills and experiences). This demonstrates that you understand the role and have taken the time to clearly present what you have to offer them. Take time to align the key points related to your educational background, skills, achievements and your interests to parts of the job advert too! This will entice the recruiter to continue reading as they will want to learn more about how you are suited to the role.

Strategically order your headings in your CV

You want to be impactful by placing headings that are more relevant first on your CV. Examples include, if you are a fresh graduate, your educational qualifications will be more relevant than your work experiences. If you are pivoting your career and working outside of your discipline, a skills-based CV is essential with a skills section before work experience.



General tips for your application:

1 In some applications, you will have to fill out forms. Make sure that you follow the word count if a long answer is required. Never say, 'Refer to my CV' in the application form as it is unprofessional and wastes the recruiters' time.

2 Follow instructions carefully. If the instructions are to submit a picture and three references, or a single file PDF application document is needed for submission, then ensure that you do that and include what is asked for. Small things like these can put your chances of an interview in jeopardy, even if you are the perfect candidate.

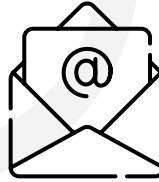
3 Closing dates are final. Do not underestimate the time needed – and remember to budget time for editing and checking your work for errors.

Keep it relevant

Emphasise experiences and skills that are listed in the job advert. Your generic CV allows you to sift through your experiences, leaving out irrelevant ones. Keep your CV short – two pages at most, or one page if requested. No waffling allowed!

Provide a cover letter, even if it's not needed

Your cover letter should also be customised – explain how you will make a difference specifically in their organisation, and why you want to work there. Is their focus on customer services or advancement with forefront technologies, or is it how they value their staff that resonates with you? See <https://careers.uct.ac.za/students-making-applications-cv-cover-letters-and-linkedin/creating-great-cv>



Email etiquette

Most job applications are submitted online. This means that your email is the very first impression the recruiter will have of you. So, before you press send, check the following:

- **Correct email address** and correctly named person (spelling counts!).
- **Subject line.** This may be stipulated in the advert, otherwise use your name and job role, e.g. "Sinalo Nkana: Application for Incubation Coordinator".
- **Professional salutation.** Best to address the email recipient as "Dear" and their name or "Dear Hiring Manager".
- **Concise body of email.** Include your name, the position you are applying for, where it was advertised and one line to demonstrate your suitability for the role.
- **A closing statement.** An example may be, "Thank you for your time. I look forward to engaging with you at your earliest convenience."
- **Provide your contact number** below your email signature and any social media links, if relevant.

4 Track your job applications on a spreadsheet, as you may start to get confused about the roles, companies, closing dates and expected response times of all the applications.

5 Recruiters will most likely try to access your social media profiles to get a good sense of what you are about, so make sure that there isn't anything objectionable.

6 Automated Tracking Systems (ATS) are used by about 75% of companies across the globe for recruiting. To be successful with your application despite these, read "Bot-proof your CV" in the 2020 Careers Guide ([here](#)).

7 Avoid keyword stuffing. From what you've read about ATS, you'll want to use top keywords from the job advert more than once in your CV – make sure you don't overdo this. It becomes clear to human recruiters when you are not honestly reflecting on your skills and abilities.



5

The **interview** and tests

BY SAFIA LAGERDIEN

Employers use a variety of selection processes to recruit graduates. Here's how to put your best foot forward, wherever you find yourself.

Interview processes can vary: one company may have just one interview, another may have three, and some may include psychometric tests or assessments. Employers want to uncover evidence of your knowledge, skills and abilities and use different types of interview techniques – so familiarise yourself with them.

When called in for an interview, ask about the process: how long the interview could take, what it entails, what the next step could be, how many steps there are in the process, who will be involved, where/how it will take place and what it is you may need to prepare for at each stage, if anything. Interview times may vary from 30 minutes to an entire day, depending on the type of interview.

Common types of interviews:

- **In-person interviews** have become the norm again, and they can be based on competency or strengths. For competency-based interviews, familiarise yourself with the STAR (Situation, Task, Action and Result) technique of answering questions. Strength-based interviews can be hard to prepare for, but you can still infer the strengths companies seek in graduates by carefully reading the job advertisement and thinking about your strengths accordingly.
- **Video interviews** have become increasingly popular with larger companies as a first step in the selection process. Two types of video interviews are typically used: **Live video** interviews are a virtual format of the traditional interviews; and **pre-recorded video** interviews, which consist of you being given a set of questions to record your answers on video with a time limit.



- **Assessment centres** involve you undertaking tasks which may include working in teams, delivering presentations, and completing exercises and psychometric tests. These may last a full day. As with any interview, preparation for an assessment centre is critical. Practise some of the psychometric tests that are likely to be used during the assessment (verbal, numerical, logical reasoning, etc.) – there are plenty of resources available online for this. Be assertive during team exercises.
- Occasionally, companies use **telephone interviews** at the start of the process to screen applications. Typically, these take 15 to 30 minutes, using common interview techniques. Telephone interviews also require [careful planning](#), similar to in-person interviews. Remember to ask questions, and take notes!
- Companies typically use **case studies** to assess your ability to absorb and logically analyse information, and offer creative recommendations to solve problems. Some company websites offer detailed tips on how to present case studies during interviews using methods they prefer ([See KPMG's advice here](#)). When preparing for case studies, refer to commonly used analytical frameworks like SWOT, Porter's 5 Forces, and McKinsey's 7S to inform your analysis and recommendations.

Preparing for interviews

Preparation is key to reducing your anxiety and boosting your self-confidence as you attend each interview. Be clear about the location, the journey, timing, venue, contact details and technology requirements.

Get to know the company

Employers are interested in you presenting evidence of the knowledge, skills and abilities you indicated on your CV. They also want to know that you are interested in the company and the industry.

- **The job** – read the advertisement carefully and in detail. Understand the job and its requirements.
- **Company** – research the company's values, culture, competition and challenges, as well as what they seek in graduates, beyond what they've stated in the job advertisement.

A company's website and LinkedIn profile (and those of their current employees doing similar work) may be good starting points for research into who the company typically employs and what they value in graduates. This information will be useful in "small talk" at the start of the interview and helps to uncover questions you may have about the company.



MOCK INTERVIEW

Practise your
skills before the
actual interview
by booking an
appointment
using [this link](#).

Prepare answers to common questions.

To prepare for the interview, ensure that you are clear on the knowledge, skills and abilities the job requires and identify examples of how you have honed these skills. Identify [common interview questions](#) and prepare answers to them.

Do a mock interview

Practise your skills by doing a mock interview before the actual interview. Book an appointment using this link - <https://mycareer.uct.ac.za/students/appointments/app/> - and UCT Careers Service will help you to practise relevant interview techniques.

Conduct the mock interview in the same mode that the company will be conducting the interview – be it telephonic, virtual or face-to-face.

Test your software and hardware the day before

For virtual interviews, ensure that you have the relevant software set up and that you are familiar with it (Zoom/MS Teams/Google Hangout, etc.). Check that all necessary hardware is working (headsets/earphones/laptops/links/cell), that you have sufficient airtime/data, that you'll have access to a quiet place, and that you are not likely to be impacted by load shedding.

On the day

1. **Dress appropriately** – When in doubt, go more formal – even for virtual interviews!
2. **Be yourself** – This might be obvious, but being authentic in how you present yourself enables you to radiate confidence. Be truthful.
3. **Be punctual** – Arrive 10 – 15 minutes early if the interview is in-person, and log on 3 – 5 minutes early if your interview is virtual.
4. **Watch your body language** – Sit upright in your chair, ensure your back is sufficiently supported and your feet are grounded.
5. **Pause before answering questions** – Breathe, think about the questions, and answer them clearly, giving the evidence to back up your skills.
6. **Ask for clarification** if you are unsure of what a question is about.
7. **Be professional** – Be polite and courteous. Treat everyone with respect. Smile.

Follow up

If there will be a second interview, clarify the details and process. If unsuccessful, do not be despondent. Thank them for the experience and the opportunity; ask for feedback on how

Preparing for pre-employment tests

Ability tests and personality questionnaires are established tests that are frequently used to assess the requisite knowledge, skills and abilities necessary for successful performance on the job. Learn about the purpose of the different types of assessment tests to prepare for that next step in the recruitment process.

Pre-employment or psychometric tests are strong indicators of performance on the job. The two most common tests used are personality tests and ability tests.

Ability tests assess verbal, numerical and diagrammatic reasoning skills, as well as error checking aptitude tests.

Practice tests.

Organisations may tell you the types of ability tests you will be asked to complete (e.g. logical, numerical or abstract reasoning). Even though they may not replicate the level of complexity and difficulty of the actual tests you are likely to take on the day, take the opportunity to find appropriate free online practice tests. Some companies may require job-specific skills like coding or computer-aided design. Look for online practice tests for these specific skills.

Your practice tests may highlight areas of weakness – focus on improving these. For example, you may perform well on verbal reasoning tests, but less so on numerical reasoning – in this case, you would focus your effort on practising examples of fractions, ratios, graphs and numerical relationships.



Pre-employment or psychometric tests are strong indicators of performance on the job. The two most common tests used are personality tests and ability tests.

For verbal reasoning tests, read the text to understand the main point and summarise how the case for it is made, identifying the main point and the evidence to support the argument.

Since ability tests are timed, you need to practise against the clock. Most tests give you about a minute per question, so use this as a yardstick to manage your time. Choose the answer that best matches the conclusion you've arrived at.

Personality tests analyse your interests, values, drive, motivation and behaviours.

These are more difficult to prepare for since there are no right or wrong answers in personality tests. There are, however, ways to prepare that reduce the anxiety associated with taking them.



Set yourself up for success

These are the types that are typically used:

- Myers-Brigg Type Indicator (MBTI)
- SHL's Occupational Questionnaire,
- 16 Personality Factor (16PF)
- Hogan Personality Inventory (HPI)
- In each of these tests you will be presented with a number of statements which describe different ways of behaving or feeling. You then rate yourself depending on the description of the scale. Since there are no right or wrong answers, personality tests are not generally timed – although times within which to complete them are typically suggested.

When answering questions, answer honestly. Don't answer the questions by trying to guess the type of personality you think the company is seeking.

- ✓ Have a good night's sleep and a nutritious meal before the assessment.
- ✓ Be sure you know where you need to be.
- ✓ Arrive 15 minutes early.
- ✓ Do breathing exercises to ground and calm you.
- ✓ For online tests, ensure you have all the equipment and back-up you need to complete the assessment – good internet connection, enough battery life, good working laptop. Check with the company which is preferable: mobile phone or a laptop. Companies will usually make the assessment data-neutral, but confirm this.
- ✓ Choose a location that is free of distractions and noise. Switch off your cell phone.
- ✓ Read the instructions carefully. For verbal reasoning tests, it helps to read the questions before you read the paragraph – this way you know where to focus your attention.
- ✓ Don't waste too much time on a question – if you get stuck, move onto the next one.
- ✓ After the session, ask for feedback on your assessment. While you may not be successful in your application, your results may indicate other roles you may be better suited for.



AI has got you covered

BY BETH COLEPEPER

You trust AI technology when it comes to matching you with someone on Tinder, so why not trust it to help you get your next job?

Although it's true that AI cannot fully replace human judgement and advice, it could really benefit you if you're feeling stuck in the job application process.

So how can you use AI to help you when it comes to job applications and things like cover letters?

It's important to remember to fact check the information AI gives you, because although you prompt it to give you the information you need, it may not always be 100% correct. When using AI to help you write your CV or cover letter, you should also ensure that the output given back to you is in line with your achievements and relates to what you are saying.

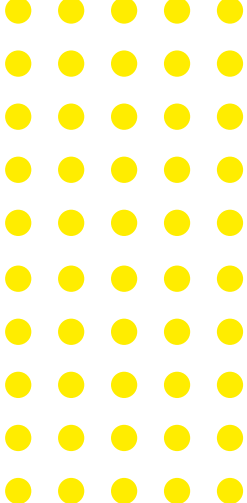
Searching for a job

Use AI to your advantage to make sure you are coming up as the most suitable candidate for the job. Some platforms, like LinkedIn Recruiter and Indeed, use basic input data like your location, background, recent searches and job history, to identify what jobs you are likely to be most qualified for. Save yourself the endless scrolling through job postings and use AI to find the job that matches your skills, experience and salary expectations.

Try it yourself:

Try asking the AI platform you're using for job postings in your area, or you could sign up for LinkedIn or Indeed and fill in the input required to explore what jobs are available in your location and area of expertise.





Writing and structuring your CV

Once you have found a job you want to apply for, AI can help you write and structure your CV, as well as tailor it to fit that particular job's requirements. AI resume writers, like Kickresume's AI Resume Writer, use AI to automate creating a CV, and the platform writes, edits, formats and optimises your CV. By using your input, like your job title and previous job experience, AI can turn that into a fully compiled CV. Other platforms may do it differently – for example, Rezi creates a CV based on analysing keywords in a job description, and Skillroads requires you to answer a questionnaire before it generates your CV.

Try it yourself:

Use one of the suggested AI CV generators above and fill in the input required, such as your education and job history, as well as the skills you offer as a potential employee, and let it compile your CV for you.

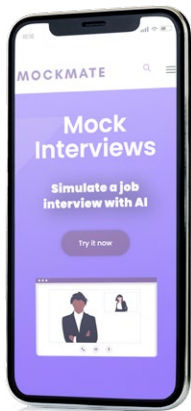
Writing your cover letter

Writing a cover letter is an essential part of applying for a job. AI is able to analyse the job description for the job you're applying for, and then include information relevant to that in your cover letter, such as the company's mission and values, job requirements and what skills they're looking for in a candidate. Not only that, but a text generator can also produce a cover letter tailored to you, based on what input you provide about yourself, your skills and job experience. Kickresume, similar to how it writes your CV, can also help you out with a cover letter specifically for you and the position you're applying for. ChatGPT can also help with ideas and templates.

Try it yourself:

When asking AI to give you a cover letter, you can ask it to make one for the specific company and role you're applying for. For example, ask ChatGPT something like "I'm applying for a job as a copywriter for Company X. Can you help me write a cover letter?". You could even ask it what that company's goals and mission are, which you can then add to your input so they know you align with what they want.





Sign up for MockMate and try out its simulated interview feature to help you prepare for your next job interview.

Preparing for your job interview

Especially when you feel nervous for the interview, preparation will help you to feel more confident. MockMate is an online platform that supports both job seekers and companies through conducting automated interviews. MockMate is the perfect tool to help you prepare for that dreaded interview. MockMate has a database of hundreds of questions that can be matched to your potential job description which you can answer as if you're in an interview and get immediate feedback on your answers as well as advice on what the best answers are. Some companies even use MockMate to conduct their interviews, so you using it to practise can also allow you to familiarise yourself with it in

case your real interview takes place there too! You also could try asking a platform, like ChatGPT, to help you prepare for an interview for a particular position.

Try it yourself:

Sign up for MockMate and try out its simulated interview feature to help you prepare for your next job interview. Alternatively, you could ask ChatGPT something like, "I am going for a job interview to become an accountant at Company X. Can you give me a few possible interview questions to help me prepare?"

If you're worried that using a text generator like *ChatGPT* is going to compromise your originality, try using *QuillBot*. You can take the text that *ChatGPT* gives you and put it into *QuillBot*, which will rewrite your text to make it more original.

Unsure of how to use ChatGPT?

Ask the platform!



What are some tips to use ChatGPT



Here are some tips to effectively use ChatGPT:



1. Provide clear instructions: Start your conversation with a clear and specific prompt. The more precise your instructions are, the better response you are likely to receive. Clearly state what you're looking for or the problem you need help with.
2. Break down complex questions: If you have a complex question or multiple related questions, consider breaking them down into smaller parts. This helps the model better understand and address each component individually.
3. Specify the format: If you have a preference for the format of the answer, such as bullet points, a step-by-step explanation, or examples, make sure to mention it. This helps ChatGPT structure its response accordingly.
4. Experiment with temperature settings: The temperature setting affects the randomness of the model's responses. Higher values (e.g., 0.8) can lead to more creative and diverse answers, while lower values (e.g., 0.2) make the responses more focused and deterministic. Adjust the temperature based on your preference and the type of question.
5. Use system messages: You can use system-level instructions in curly brackets {} to guide the model's behavior. For example, you can specify a persona for the AI, ask it to think step-by-step, or role-play a specific character. System messages help set the



Ethics for job hunters

BY SCHALK ENGELBRECHT,
CHIEF ETHICS OFFICER AT KPMG,
SOUTH AFRICA.

If anything is under-emphasised as part of work readiness, it is not complexity and digitisation, but “the basics” – ethics.


Our first “real” job, that initial step into adulthood, is a significant event. So, when we start stalking the prey that is our “ideal job”, we really think about two things: the skills they need and the salary we want. Ethics doesn’t really cross our minds. That will come later, we think, when we get the job and learn about the company’s values and their Code of Ethics.

But this is changing. In the job market today, both job seekers and employers flag ethics. Jobseekers look for ethical companies, i.e., companies that want to improve the world and that take a positive company culture seriously. Employers, in turn, screen new joiners for integrity to prevent costly misconduct or catastrophic scandal.

Interviewing your potential employer: “How’re your ethics, boss?”

Let’s consider the interest of graduates in ethics. According to research from Global Tolerance, 62% of millennials in the workforce say that they want to work for a company that has a positive influence on the world. South Africa is no exception. According to the Universum Global 2022 Most Attractive Employers report, “ethical standards” was the first priority among university students when identifying their ideal employer.

There is, in other words, a shift amongst graduates. The Guardian newspaper calls it a “quiet revolution [...] led by [...] young, politically engaged jobseekers who demand employers enshrine values and ethics in their business model, not just profit”.



Your turn: being screened for integrity

Employers, too, insist on ethics. Most companies spell out their moral expectations in their Codes of Ethics, provide training on how to think and act ethically in the workplace, and screen for ethics at the recruitment stage.

They do this because in South Africa “an ethical organisational culture” is the first outcome of good corporate governance. To achieve such a culture, organisations must develop clear ethical standards, familiarise employees with these standards and incorporate them in recruitment.

The risk of unethical behaviours by employees is another important driver of ethics. The fate of companies embroiled in scandal (from Enron to Steinhoff), and the corporate fallout from State Capture in South Africa has been a wake-up call for employers.

Don't be surprised, therefore, if your interview includes questions about ethics or even a scenario-based test of your ethical reasoning.

Ethics in the workplace

In the workplace, the moral priorities of management and employees differ. Management worry about financial and reputational damage, and therefore focus on issues like employee fraud and theft (including theft of time and absenteeism), bribery, information security and the reckless use of social media.

Employees, on the other hand, are concerned with ethical treatment and fair remuneration. This translates into a sensitivity to harassment, discrimination, biased performance appraisals, and transparent and fair career paths.

Additionally, new ethical concerns arise all the time. Today, these issues include: increased employee surveillance and the end of privacy, the use of Artificial Intelligence to discriminate unfairly, technological redundancy, and technology-enabled dishonesty or unproductivity.



Most companies spell out their moral expectations in their Codes of Ethics, provide training on how to think and act ethically in the workplace, and screen for ethics at the recruitment stage.



What should I work on (before I start working)?

With this as background, what can you do in preparation for the job hunt and the world of work?

First impressions:

Consider the company's Code of Ethics. You can normally find this on a company's website, including its values and key moral guidelines. These documents can unfortunately be quite generic, so, finding something different (and less legalistic) is already a good sign.

Develop your ethics competence:

Hone your ethics skills in preparation for the job hunt. Make sure you can recognise and respond to ethics concerns. The ability to discuss ethics concerns in terms of consequences, duties, values and principles is not only an interview skill, but a life skill.

Due diligence:

An employer's integrated report can provide even more information about how the company treats ethics, how they try to create an ethical environment, and how they describe their contribution to, and interaction with, society and the environment. But be wary of greenwashing. Remember that these documents are like a company's CV – they try to put a company in the best possible light.

Cultivate character:

Your job will require not only technical skills, but also an inclination towards doing the right thing. Character, unfortunately, is not simply gained by studying an ethics textbook – rather, it will require the cultivation of virtue. Start practising the skills of honesty and reliability today.



Make the most of your **internship**

BY HISHAMODIEN HOOSAIN

An internship can be an extremely valuable experience for university students in South Africa. It provides an opportunity to gain hands-on experience in a specific field, learn new skills and make industry connections that can be beneficial in the long run.

It is important to make the most of this experience to truly benefit from it. Here are some tips for making the most of your internship.

Additionally, it is important to be reliable and follow through on commitments. This will show your employer that you are a responsible and dependable employee.



Look for ways to contribute and make a difference, whether it's by suggesting new ideas or taking on additional responsibilities.

1. Take advantage of the opportunity.

An internship is a great opportunity to gain valuable experience and grow connections in the industry. Make the most of it by taking advantage of the resources and opportunities available to you.

2. Be punctual and reliable.

Punctuality is highly valued, and it is important to be on time for work and meetings.

3. Be willing to learn.

Be open to learning new things and be willing to take on new tasks, even if they are not directly related to your field of study. This will help you develop a range of skills that will be useful in any job.

4. The art of being proactive.

An internship is not just about completing assigned tasks, but also about taking initiative and being proactive in your work. Look for ways to contribute and make a difference, whether it's by suggesting new ideas or taking on additional responsibilities.



An internship is not just about completing assigned tasks. Look for ways to contribute and make a difference.

5. Be curious and ask questions.

One of the main reasons for interning is to learn, so don't be afraid to ask questions. It's better to ask and learn something new, than to assume and then make a mistake. It's also best to learn from the mistakes of others rather than to be known for making mistakes, so take full advantage of being able to ask questions without judgement during your learning process.

6. Network successfully.

An internship is not only about gaining experience, but also about making connections. Network with people and make sure to keep in touch with those you've worked with using platforms like LinkedIn. Actively participate in meetings by showing your value, make sure to attend events, and make the most of any opportunities that arise to connect with professionals.

7. Be respectful.

Remember that you are representing your university and yourself, so be respectful of everyone you work with, including your colleagues, supervisors and clients. Besides the etiquette reference, there are proven benefits of being respectful in the workplace, including increased productivity and creating a stress-reduced work environment.

8. Follow-up after the internship.

After the internship, be sure to follow up with the contacts you've made and thank your employer for the opportunity. This will help you to maintain those connections and stay informed about future opportunities.

Remember, an internship is not just about getting a job, it's about gaining valuable experience, learning new skills and building relationships that will help you grow in your chosen field. Depending on your year of study, internships play a major role when building confidence in the workplace, and might even be the deciding factor, or make it easier, to secure a graduate programme at the company where you completed your internship.



Why you need to be **politically smart**

BY NIVEN POSTMA

A few years ago, I was speaking to a graduate who was part of a “Class of” programme and she started to tell me how frustrated she was. She had been recruited along with a friend of hers from varsity – they were both CAs. Her friend was a smart enough guy, but someone who had received lower marks than she had all through their degrees.

Being part of the same grad programme that she was, they had both started at the same time, however, he was doing incredibly well while she felt stuck – so she decided to ask him how he was doing this. Why did people throughout the department seem to know his name and want to give him opportunities while she was verging on invisible?

Her indignation went up at least two notches as she told me his reply: “I always make sure that my boss knows what I’m doing. And that your boss knows what I’m doing.” She was appalled. “I’m so much better than he is at the job and I just want to be recognised for it, instead of having to play politics and suck up to people like he is. It’s not fair, it’s not right and it’s not who I want to become.”

Her reaction did not surprise me, but it certainly did disappoint me. Here she was, so new to the working world and yet she had such fixed ideas of what ‘good’ looked like. That was the bad news. The good news was that because she was only just starting, she still had time to develop the political will and political skill that could make all the difference to her success going forward.



BOOKS TO READ:

“If you don’t do politics, politics will do you”

by Niven Postma

ARTICLES TO READ:

“You can’t sit out office politics”

by Niven Postma



TED TALKS TO WATCH:

“How to find the person who can help you get ahead at work”

by Carla Harris

What are office politics?

The reality is that while ‘office politics’ are dirty words for most of us, they don’t need to be. At their heart, they are simply about four things – your strategic relationships, your power, your influence and your reputation. The more you have of each, the more political capital you have, and in turn, the more you are able to achieve.

Yes, there certainly can be office politics that are toxic and Machiavellian, but there are also all kinds of ways to legitimately and ethically influence outcomes, to gather information, to get support and to give support, politically.

The political space in organisations is all about the unofficial and the informal, and this space exists in all organisations and teams. Choosing to not play in it, is like choosing to play tennis on only half the court. Soccer on half the field. Rugby on half the pitch. Because in many organisations, it’s the informal side of things that carries more weight in how things are done than the formal.

Don’t develop a ‘but’ problem

So as you get ready to start your career, make sure that you don’t end up having a ‘but’ problem like she did:

- You want to get things done BUT don’t want to get involved in the politics.
- You have all the necessary technical skills BUT don’t have the necessary coalitions of support.
- You have the “right” answer BUT don’t have the right people in power backing you.
- You know what needs to happen BUT don’t have the strategic relationships to make it happen.

**As a colleague of mine said so well:
“When it works for us, we call it strategy.
It’s only when it works against us that we call it politics.”**



The art of **negotiating** your value

BY BETH COLEPEPER

So, you got offered the job you've always wanted... Congrats! Before you sign, it's important to ensure the best possible salary – you do not want to end up feeling like you're being paid less than you deserve.



A NOTE ON GRAD PROGRAMMES:

If you're going into a graduate programme, chances are you won't be able to negotiate a raise in your pay, as most companies that offer graduate programmes pay all graduates the same amount, and that is non-negotiable.

Often, your next chance to improve your salary will only be at your annual raise, which can be hard to increase significantly – if your starting salary is R10K, you could wait many years before earning double that. Because of this, it is important to talk money upfront – you do not want to be a year into your job and realise that there are no financial growing opportunities.

Ask the right questions

Some companies will offer a significant increase after a probation period (or after a special programme offered to graduates). Others will keep your salary the same once you become a permanent employee. It will be up to you to find out early on which it is, and to make sure you can live off what the company will be willing to pay you.

Do your homework

Before asking what your salary will be, or if you're unsure of what you should be earning for the position you're filling, you should know the benchmark salary for the position. Research whether there is a difference between what the industry pays someone performing this job, and what the company is going to be paying you.

Know your worth

Write down all the qualities that make you valuable. During this self-assessment, don't be humble. Know what you are capable of and what you can contribute to the company. Answer the following: What will you bring to the table? Why are you worthy of being paid more? Are you able to do something for the company that other employees can't? Do you work efficiently? How much income will you bring in for the company?

Already employed?

Here's how to negotiate a raise.



Keep in mind, however, any limitations you may have – aspects like being a new addition to the company (and having a lot to learn) or not bringing in much money for the company at the start, may help you determine if you're worthy of being paid more than others performing the job.

Be realistic

If the salary you are offered seems unfair, consider whether the company is making a profit. Try to find out whether current employees received bonuses at the end of the book year – this can show the financial state of a company. If times are tough, it's probably not a good time to ask for a higher salary.

Ask for more than you want

Once you've asked for a higher starting salary, the employer will likely negotiate it to something lower. If you ask for more than what you want, chances are you will still end up with a better salary offer after negotiations.

Be firm

Once you have stated what you would like to be paid, stand your ground. If your employer negotiates, try not to settle for a figure significantly less than what you've asked for.

Don't fear rejection

You shouldn't hold back because you're scared of being told "no". Even if your request is denied, politely ask why, and for advice on how you can reach your goal of being paid that value. And if it is too low, walk away.

If you're already working in your role, you can still use these tips to negotiate a higher raise when the time comes.

Also keep in mind:



Consider the effect of inflation. At the beginning of 2023, inflation was around 7% (i.e. everything becomes 7% more expensive annually). If you had been offered a raise of 10%, your effective salary increase is 3%. And if your raise is only 5%, you are effectively getting a pay cut. Understanding this will ensure your employer can't make it seem like you are getting a high increase whilst inflation takes away a large percentage of that raise.



Don't be scared to walk away. If your requests for a raise are ignored, or you feel you are not offered a high enough salary, there should be a point where you walk away. If their reasoning why they denied your request is vague or completely unreasonable, you should re-evaluate your employment with the company and whether you feel valued working there.



Timing is everything. It is best to wait until you have worked with the company for a year before asking for a raise. This will allow your employers time to see how you work, your potential, and what you are capable of achieving for the company. Knowing when salary raises and budget plans are finalised can also help you know the best time to pop the question. Make sure you ask before any of this is finalised, or around two months before budget plans are finalised.



Continue your professional **development** at work

BY REON VAN DER MERWE

It's tempting to assume that once we overcome the initial learning curve of a new job, it's smooth sailing. However, research shows that young professionals who practise Continued Professional Development (CPD) experience increased career prospects, growth and satisfaction. Let's look at five ways you can continue your professional development.

1. On-the-job training:

You can learn new skills by observing colleagues, taking on additional responsibilities or participating in job shadow programmes. This type of training is particularly beneficial for newbies in an industry, as it provides hands-on experience.

2. Workshops and conferences:

Attending workshops and conferences gives you the opportunity to learn from experts in your field. They cover a wide range of topics, and are an excellent way to gain new insights and stay up-to-date on the latest industry trends. Websites like Eventbrite can help you find seminars and workshops that align with your field and area. (look for virtual events!).

3. Online learning:

Unaccredited online courses and webinars offer a flexible way to learn new skills. Check your company's CPD policy to find out if they provide you with access to platforms like LinkedIn Learning, Udemy, EdX or Coursera.

4. Formal education:

This can include accredited, part-time degree programmes or short courses. These qualifications are more widely accepted than courses from online websites, but also require more time and effort. Check out websites like Prospects to see what types of formal education might give you an edge in your field.

5. Specialised training for professionals:

If you are working in a specialised field like accounting, engineering or medicine, ongoing specialised training is essential. This includes continuing education courses, such as those offered by professional organisations/associations or certification programmes. These programmes keep professionals up-to-date with the latest technologies and advancements in their fields, and also helps maintain their licences. Under the ["What can I do with my degree"](#) tab on the UCT Career Services Webpage, you can find a list of professional associations and bodies for your field of work.



Learn more about the skill trends shaping the world of work by visiting the **World Economic Forum's Reskilling Revolution platform.**



Networking for the non-networker

BY JOYOUS BEGISEN,
COMMUNICATIONS CONSULTANT AT THE
UNITED NATIONS DEVELOPMENT PROGRAMME
ZIMBABWE FOR THE GLOBAL FUND PROGRAMME.

I can count the times I have gone out to a 'networking event' on one hand. Those drain me! They are excellent spaces and work for a lot of people. But here is your encouragement that you can be someone other than an extrovert to network! Perhaps your way of networking is like mine, where we say yes more to the opportunities in front of us and work on perfecting our skills while at it, and then our networks work for us. Here are some unconventional ways to grow your network.

Diversify your resume

I decided early in my career that I would diversify my resume as far as possible, expand myself in my industry as aggressively as I could, and think and act toward the next destination while extending myself to the very best of my ability at every stage. When you do this, you expand your network exponentially whilst learning a lot of transferable skills.

Put yourself out there

When I was a student, I would always sit at the front of the class. It stopped me from second-guessing myself when I knew I needed to lift my hand first to lead on a project, or be the first to present or volunteer in a student outreach over the weekend. I always said yes, then researched what was needed to excel in the assignment.

Identify opportunities

At the workplace, I have learnt to scan the room for an unmet need. Ironically, now, you will find me at the back of the

room, where I can strategically observe and gather insights that will propel me to having a seat at the decision-making table. When presented with an opportunity, I continue to strive to deliver my best offer at whatever task is ahead of me, so those I work with have no choice but to remember my name in the next room where a skill I could offer is needed.

Ask for guidance

I have learnt that there will always be someone more experienced or skilled in your craft than you are. Identifying such people around you and having the courage to ask for guidance allows you access to a community of support and a worthwhile network without even looking for it!

Participate online

It helps to join online forums, groups, and communities related to your field or interests. Engage in conversations and offer insights, and connect with people who share your interests. This way, you are getting yourself out there while learning from others.



Welcome to the **four-day** work week

BY BETH COLEPEPER

As you start working, your weekends start to feel shorter than ever. All of a sudden, you need to fit chores, socialisation, hobbies, rest and preparation for the next week into two days. It's no wonder then that the four-day work week has gained so much traction in recent years.

Worldwide, companies have been experimenting with different ways to improve their employees' satisfaction, and it seems as if the four-day work week could be the answer! Typically, this schedule involves working four days a week, instead of the traditional five, but with longer hours to make up for the difference, allowing employees to be more productive in the office, and more time to pursue other interests outside of work.

What's happening locally?

Early in 2023, several South African companies started taking part in the "4 Day Week SA Pioneer Pilot", a six month pilot trial for the four-day work week. At the time of writing, this trial is still in its infancy, and companies can't yet give a clear answer as to whether the new schedule works for them.

At The Digital Media Collective, this four month trial explores four variations of the schedule (e.g. closing early on Fridays and an hour earlier on other days). "The team is very motivated and wants to make it work," says Cheryl Ingram, Managing Director at The Digital Media Collective. "If anything, it's teaching us as a business to be flexible and to be open minded towards the needs of our employees."

Caitlin Bauristhene, Research Director at KLA, a company also partaking in the trial, said that although it's still early on in the trial, staff members have given positive feedback and conversations around productivity have led to an increase in self-awareness regarding how employees spend their time at work. Caitlin went on to add that, although not every employee has been able to take the fifth day off, it still allows them quiet time without obligation to respond, allowing them more control over their schedules.

“If anything, it's teaching us as a business to be flexible and to be open minded towards the needs of our employees.”

In 2020, a company based in Cape Town, Treehouse, became one of the first companies in South Africa to adopt a four-day work week schedule, and reported increased employee productivity and better work-life balance, contributing towards South Africans seeing the four-day work week as something that could realistically work in this country.

What are the benefits of a four-day work week?

With fewer days in the office, you may be more focused and work more efficiently, and ultimately make your week more productive. This also gives employees more time to spend with families, pursue hobbies, and take care of personal responsibilities. This can also help reduce stress and burnout, and what employer wouldn't want happier, more fulfilled employees?



What are the disadvantages of a four-day work week?

While there are potential benefits, there are concerns about longer work hours, employee burnout and worsening inequality for hourly or shift workers. With employees having more spare time, a side-hustle culture may arise where people work two jobs, which could lead to employee burnout.

What impact does a four-day work week have?

Not only does a four-day work week lead to a better overall physical and mental health for employees, but it could also save costs for employers by reducing overhead costs and energy savings, albeit minimal, since employees are in the office one less day a week. You would also be travelling to work less, which can reduce your carbon footprint. With more time outside of work, you will have more opportunities to engage in activities that inspire you, which can lead to more creativity and innovation in the workplace.



4 Postgrad possibilities



How a postgrad can benefit your career

BY ZANDILE SHABANGU, SENIOR GRADUATE RECRUITMENT SPECIALIST AT GENESIS

Completing an undergraduate degree is an invaluable achievement on its own. The overall experience not only equips you with foundational knowledge and skill sets that are related to your chosen field of study, but it also furnishes you with transferable skills necessary for navigating everyday life. Working independently and in teams, communicating effectively, networking, receiving positive criticism and conflict resolution are among some of the added benefits that one walks away with from the total learning experience.

The above may beg the question, “Why, then, should I consider furthering my studies?”

1. Develop advanced knowledge and skills

The primary purpose of an undergraduate degree is to introduce students to foundational theory, concepts and frameworks. In postgraduate studies, you are often challenged to build on those tools and to apply them more deeply to critically analyse problems. This extended

process of learning and application is intended to amplify your level of exposure to and engagement in the field of study – especially within specialist disciplines.

2. Enhanced personal and professional development

The process of engaging with course content, pursuing research and contributing to a body of work requires incredible amounts of discipline, determination, resilience, stress

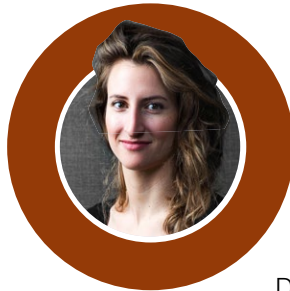
tolerance, self-management and regulation, to name a few. These practical skills can be applied in different situations, as well as across industries and disciplines.

3. Increased career opportunities

Completing a postgraduate degree reflects well on your skills and abilities. Different stakeholders, including employers, consider

this as a useful indicator that you are competent at pursuing and completing advanced bodies of work which many people may not have the ability to do. Technically, your newly learned skills may reflect some of the latest developments in the global market, making you an ideal candidate for imparting the latest information. This, of course, provides you with a competitive advantage and can boost your career opportunities.

What are other **employers** saying?



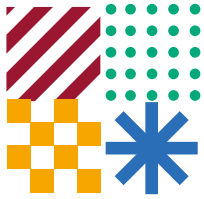
DANI REIMERS,
ARCHITECT AND SENIOR
ASSOCIATE AT SAOTA



**A postgrad
can put one in
good stead in
an increasingly
competitive,
volatile and
complex market.**

Despite the challenges, a Postgraduate Degree is a wonderful opportunity to perfect one's architectural craft on multiple fronts, since it entails learning from one's peers within a context that strives to combine theoretical, technical and poetic thinking across scales. It also opens up diverse opportunities and other possibilities within the built environment.

This tangible upskilling can extend from broadening one's understanding of the different ways of working within the profession, digital systems and software, as well as critical thinking and interrogation of the systems, parameters and contexts in which we work. Ultimately, a postgrad can put one in good stead in an increasingly competitive, volatile and complex market.



The more exposure to competencies like knowledge of their industry, teamwork and collaboration a graduate has, the more likely they are to not only succeed, but to thrive.



TARRYN ALLIE,
HR BUSINESS PARTNER AT P&G

The main criteria for a successful application at P&G is a strong undergraduate and/or honours degree. Today, most P&G employees invest in upskilling themselves directly in the workplace through rigorous on-the-job experience that is fun, engaging and impactful. The most common postgraduate qualification at P&G is an MBA, and while it takes our leaders to the next level, it is a personal choice and not a requirement.



SHALIN LEDWABA,
HEAD OF TALENT ACQUISITION
AT BOWMANS

In the legal industry, we're seeing a bigger shift to hiring graduates who have done their five-year LLB instead of someone jumping straight into their LLB after matric. The broader skill set, which only an undergraduate and then a postgraduate degree can give you, is immeasurable. The more exposure to competencies like knowledge of the law, teamwork and collaboration a graduate has, the more likely they are to not only succeed, but to thrive. Having a postgraduate degree, especially coming into a graduate programme, puts you in good stead because you are able to focus fully on your training programme rather than having to deal with exams and assignments while ensuring your deliverables are being met.



Money matters: **funding** your postgrad

BY MOSES ISIAGI, RESEARCHER AT THE UCT LUNG INSTITUTE

Look at the funding notice board on the UCT website.

If you need help, there are dedicated staff to help you in the postgrad funding office (in the Otto Beit Building).

Postgraduate studies can provide an excellent opportunity to deepen your knowledge, acquire new skills and enhance your career options. However, the cost can be a barrier for many students. These are some of the ways to keep yourself afloat while you study.

1. Traditional financing

There are many scholarships and grants available to you from government and private organisations. Opportunities for funding are often announced months before the degree application deadline, so begin your funding search early. Look at the funding notice board on the [UCT website \(here\)](#), and do a thorough search online for other opportunities. If you need a little help, there are dedicated staff to help you in the postgrad funding office (in the

Otto Beit Building). You could also apply for a bank loan, if you are eligible to qualify for it. Just make sure you understand the terms and conditions of the loan.

2. Crowdfunding

You can try crowdfunding your postgraduate degree by creating a campaign on crowdfunding platforms such as GoFundMe or Kickstarter. Research the platforms and choose the one that will best fit your needs. Write a clear and compelling description for your campaign – include your goals, details about the degree and why you need it for your future. Then, set a realistic goal that covers your tuition, books and living expenses, and be transparent about how you got to this number. Share your journey on social media and keep donors in the loop to encourage future support.



IF YOU ARE AN INTERNATIONAL STUDENT:

Remember to plan according to the 20 hours of work per month that you are allowed with your student visa.



**Be realistic
You know
your capacity.
If you do not
have the time
for these
activities,
rather focus
on your
studies.**

3. Part-time work

Linguistic job opportunities

If you are multilingual (especially if you're an international student), it's worth considering call centre jobs and language translation centres. South Africa has centres that need translators for various languages, and these can be done after hours or when you're available, depending on your degree. There are also various opportunities around Cape Town to tutor in languages like French, Swahili and German. Other linguistic opportunities include transcribing and translating forms and documents.

Edit research papers

If you find that you have a knack for writing and editing theses, you are in the right place. Offer your services to other students, and advertise your services online and in faculty buildings. You will especially have a unique offering if you are acquainted with statistics and research processes.

Tutor school learners

Schools often need tutors that offer extra lessons, and some even have designated tutors – contact a local school and offer your services (you have nothing to lose!). There are also various local online platforms for tutoring – create a profile and see where it takes you! Check out the [MyCareer portal](#) as it often has private tutoring companies advertising for tutors.



Become an assistant

Various faculties and institutions around UCT appoint part-time student assistants. At the library, for example, you can expect to work 10-20 hours per week at times that suit your timetable and theirs. As a postgraduate student, you could work as a research assistant. The benefits of this can be twofold – you'll learn more about research processes whilst getting to know other people in your faculty. Departments have various arrangements in terms of scholarships and Ad Hoc work, and working hours can be streamlined.

Offer your services, or create your own job

Consider using your weekends and holidays for part-time jobs off campus. This could be a job where you have a boss, like waitressing for catering companies or assisting with wine sales at local farms. It could, however, also be a job you create yourself, based on what you like – consider making or growing things to sell (this is easier than ever because of platforms like Facebook Marketplace). If you are good with animals, you could offer house and pet-sitting services.



Turn your PhD into a **business**

BY NIALL NAIDOO, NEW VENTURE SUPPORT MANAGER
FOR RC&I AT UCT

Pursuing a PhD is a challenging and rewarding journey which culminates in the attainment of the highest level of academic achievement. A PhD is not only a demonstration of dedication and commitment to one's field of study, but it also enables individuals to delve deep into their area of interest, develop specialised knowledge and skills, and make significant contributions to their field of research. Aside from opening doors to career opportunities in academia, industry and government, obtaining a PhD can increase your impact in other ways.

Economic impact

Turning a PhD into a product or service has numerous benefits that can positively impact the researcher and the wider community. One of the most apparent benefits is the potential for commercial success. By following this route, researchers can bring their findings to a broader audience and potentially generate revenue from their research. This can provide financial stability for the researcher and funding for further research, while establishing a company creates jobs and helps the economy grow.

Social impact

Another benefit of turning a PhD into a product or service is the ability to have a greater impact on society. By making research findings and benefits accessible to a broader audience through a product or service, researchers can influence policy and decision-making, leading

to positive societal changes. For example, a PhD in sustainable energy solutions could lead to developing new renewable energy technologies that can help address climate change.

Professional (research) impact:

Turning a PhD into a product or service can also lead to increased collaboration and networking opportunities. Researchers can work with industry partners and other organisations to develop and commercialise their products, leading to new research opportunities and the potential for interdisciplinary collaborations. This can also help researchers stay current with the latest developments in their field and provide them with valuable experience in working with industry.

It is important to note that these ways of impact are not mutually exclusive. Commercial and even professional research success is increasingly relying on the ability to integrate sustainability principles into one's work and being able to prove the positive impact.

The University of Cape Town (UCT) aims to foster entrepreneurship among its academics, students and research outputs. Using PhD programmes and other research opportunities to establish new companies can lead to job creation and contribute to economic development.

Research Contracts & Innovation (RC&I),

the technology transfer office at UCT, has a dedicated function of commercialising the university's intellectual property. The office supports entrepreneurial academics that aim to commercialise their research output through intellectual property protection, licence and new venture creation. The office has created a programme, called [Idea to Impact \(I2I\)](#), which aims to support academic researchers, staff and postgraduate (Master's, PhD and Post-Doctoral) students to learn how to think about their research through an entrepreneurial lens. In addition, the office supports innovation through grants and private venture capital.

The Idea to Impact (I2I) programme aims to support academic researchers, staff and postgraduate (Master's, PhD and Post-Doctoral) students to learn how to think about their research through an entrepreneurial lens

By making research findings and benefits accessible to a broader audience through a product or service, researchers can influence policy and decision-making, leading to positive societal changes.





➤ Switch up your studies after undergrad

BY BETH COLEPEPER

For many students, the logical next step after undergrad is to pursue a postgraduate degree in the same field. While this makes sense for a lot of careers, it is sometimes worth looking at doing a postgrad in another faculty. In many cases, the key to unlocking your true potential could in fact lie in exploring postgraduate studies in a different field.

Employers are often looking for candidates who have a diverse skill set and are capable of thinking outside the box.

One of the most significant benefits of pursuing postgraduate studies in a different field is the development of a **unique skill set**. What many don't realise, is that the skills and knowledge you acquire in one field, can be applied in new and innovative ways to another. For example, the technical skills and problem solving abilities of an engineering student could give them an edge over others doing a business postgraduate, who may only have business degrees.

Diversifying the fields you're studying can also open up **new career opportunities** that may not have been possible otherwise. This is because employers are often looking for candidates who have a diverse skill set and are capable of thinking outside the box. By having qualifications in two fields, you become a more versatile candidate and can apply for a range of roles across different industries.

Switching it up after your undergraduate can also provide you with valuable **networking opportunities**. It gives you the chance to meet and connect with professionals from a range of industries, which could also lead to job opportunities that otherwise wouldn't have arisen.

On a personal level, exploring a different field allows you to expand your knowledge and challenge yourself intellectually. Doing so will allow you to learn new things and gain a greater understanding of different fields, which can be personally fulfilling and lead to **personal growth**.





Master of Business Administration

A Socially Conscious & Globally Competitive MBA

The world needs skilled leaders that can use their expertise to create a positive impact, drive innovation, and contribute to the betterment of society through their leadership in the business world.

This is why the UCT Graduate School of Business (GSB) MBA has been designed to not only equip students with robust and globally relevant business skills but also instil a mindset that is geared towards using these skills in creating a better world, both functionally and socially.

Cultivating students that are ethical and principled leaders

The GSB aims to produce students that understand the complexities of business ethics in a global environment, and how to approach challenges with integrity. In addition to providing a strong foundation in a broad range of complex business issues, the GSB MBA is distinguished by a strong emphasis on value-based leadership and personal growth.

Our MBA programme provides a solid grounding in international business, with a strong focus on business in emerging markets, which are confronted with a high degree of uncertainty, complexity, and often excessive inequality. Such a world needs innovative solutions, and we develop teaching and research that responds to this.



Award-winning business school

The UCT GSB MBA remains the sole African MBA programme that has been featured in the Financial Times' list of Top 100 Global MBA's.



TOP

Business School in Africa
(Times Live MBA ranking)



5th

for Value for Money
(Financial Times MBA ranking)



12th

**for Corporate
Social Responsibility**
(Financial Times MBA ranking)



14th

**for International
Course Experience**
(Financial Times MBA ranking)



22nd

for Better World MBA
(Corporate Knights)

Full Time



Modular



**If you would like to learn more about
GSB's MBA programme, please visit our website:**

www.gsb.uct.ac.za



5

Studentpreneurs

The entrepreneurship **ecosystem** at UCT

If you have a great business idea, but need help bringing it to life, you are in good company. UCT's entrepreneurship ecosystem offers a number of initiatives that support students in developing entrepreneurial skills and knowledge. In addition to help for student entrepreneurs when they are just starting out, business mentorship and coaching are also available for existing student businesses.

Programmes range from developing social entrepreneurs who uplift communities to support for entrepreneurs applying for business funding and entrepreneurship competitions.

UCT can help you where you are at to achieve your entrepreneurial goals. Reach out and access the available student entrepreneurship support at UCT to turn your idea or business into a successful venture.



Read more about the most prominent entrepreneurship initiatives at UCT, including information on how to apply, eligibility criteria and details of the relevant funding opportunities on our website:



<https://careers.uct.ac.za/entrepreneurship/careers-services-support-student-entrepreneurs>

2022's EDHE Entrepreneurship Intervarsity **winners**

Every year, the EDHE Entrepreneurship Intervarsity identifies the top student entrepreneurs at South African public universities, giving these entrepreneurs the chance to showcase their businesses and invite investment. The overall winner of the EDHE Entrepreneurship Intervarsity is awarded a R100 000 cash prize and the title of Studentpreneur of the Year.

Competing students in 2022 could enter their ideas or existing businesses into one of four categories:

- **New Business Ideas**
- **Existing Business – Tech**
- **Existing Business – Social Impact**
- **Existing Business – General**

A new category joins this list in 2023, namely

- **Research-based Businesses.**

In 2022, three UCT students won in various categories at the EDHE Entrepreneurship Intervarsity finals. **Matimba Mabonda** won both the overall title of *Studentpreneur of the Year and the New Business Ideas category* with his innovative business, LolaGreen. **Nicoline Kriek's** fragrance manufacturing and distribution business, The French Parfumerie, won the category for *Existing Business – General*, and **Asonle Gevenga's** Fleeker Finance won the competition's *Existing Business – Tech category*.



The overall winner of the EDHE Entrepreneurship Intervarsity is awarded a R100 000 cash prize and the title of Studentpreneur of the Year.



Matimba Mabonda

➤ **Matimba won Studentpreneur of the Year at the 2022 EDHE Entrepreneurship Intersarsity for his company, LolaGreen.**

LolaGreen uses plastic waste to produce construction products, such as eco-friendly, durable and fire-resistant bricks. These bricks are sustainably made and affordable to buy, but what makes LolaGreen award-winning, is the driving force behind it – Matimba's passion for sustainability and the environment.

1. What led you to start LolaGreen?

There's a growing demand for sustainable construction products. I grew up seeing my father build many nice houses for people. I studied chemical engineering and am currently completing my MSc in the same field (both through UCT). Throughout my studies, I grew a passion for sustainability – so now, going back home, I could not help but start to experiment with ways to make my father's job relevant for the future; regarding both the craft and materials. Our bricks are 20-25% lighter than conventional bricks, which helps with ergonomics to an extent.

2. What have been some of the highlights of LolaGreen?

We made our first sample in January 2022. Based on our previous experiences in Entrepreneurship, we decided to not do this behind closed doors, but rather to be vocal from the word "go". To our surprise, there were many incubation hubs available to help curate our business endeavours. We've won the UCT Pitch 2022, EDHE Studentpreneur of the Year 2022 and a few other prizes.

3. How difficult is the technical process of converting plastic into building materials?

The first few attempts didn't give the desired product. We kept on trying until we synthesised a brick that ticked most of the required boxes. This is where I applied most of the skills obtained from my MSc experimental work – to experiment and prove a case under given parameters. We had our breakthrough and were confident enough in going to meet as many people as possible and showcasing our product to them. The biggest lesson we've learnt is not to go through this process alone; it's important to keep the end-user in mind.



4. How open is the local building industry to using sustainable building materials?

There are already eco-estate developers, for instance. We perceive this segment of the market to be our early adopters, based on their feedback to us. They are already geared towards switching to green and sustainable construction products. There's usually less resistance when interacting with them, as opposed to those building the old, traditional way. We plan to cement ourselves on the low-hanging fruit, and then grow from there.

5. What advice can you give to students and graduates wanting to start a business?

- ***Don't file your business or idea under the bed,*** talk about it to almost everybody. No one is going to steal your idea (for things relating to IP, you may hold some details back – talk about things without revealing the details).

- ***Dedicate some time to learn about a business model*** – there are a million incubation hubs waiting to assist on this.
- ***Have a reliable team.*** It's impractical to be the CEO, Marketing Director, Financial Manager and HR, all as one person.

6. How do you juggle studying with your work as an entrepreneur?

It has not been easy studying and doing entrepreneurship. My supervisors were instrumental in my business venture. To them, I was a human being before a student, which went a long way. On my end, I make sure to be strict with my time; so, for the moment, I've cut out on many leisure activities – I am happy and content with my decisions regarding this.

Dedicate some time to learn about a business model – there are a million incubation hubs waiting to assist on this.



Nicoline Kriek

Nicoline Kriek won the **Existing Business – General category** at the EDHE Entrepreneurship Intervarsity with her business, **The French Parfumerie**.

She saw a gap in the fragrance market in 2016 when perfumes were no longer available or affordable for independent pharmacies. The business now manufactures over 250 fragrances, is distributed nationwide, and employs 12 women and 28 sales representatives.



**Be realistic
You know
your capacity.
If you do not
have the time
for these
activities,
rather focus
on your
studies.**

What led you to start The French Parfumerie?

Firstly, I needed to do something to earn an income. Secondly, there was a change in the South African fragrance industry which caused a problem. Fragrances were no longer as easily accessible in independent pharmacies. The few fragrances that were, were unaffordable. Therefore, there was a need for accessible, affordable fragrances in small towns and rural areas.

What makes your business different?

Our team and approach are what set us apart. We manufacture over 250 fragrances, in one of South Africa's only all-female production

facilities, and distribute to over 500 stores. We started as nothing more than a side hustle in a time of necessity – and still pride ourselves on being a medium-sized business with a small business, hands-on approach.

What have been some of the highlights and challenges of the business so far?

2019 was a significant year in our growth. Our stockists grew from 150 to over 300, and our turnover doubled. In 2022, we opened our first retail store and head office in Cape Town. We now have two homes – Johannesburg and Cape Town. We plan to improve and grow our online store in 2023.

The biggest obstacle was building the confidence I need to lead my team. Being an entrepreneur can be a lonely journey at times. A weakness that transpired from my past was being extremely indecisive. Years ago, severe anxiety kicked in, even when faced with options on a menu in a restaurant. Now, making swift but calculated decisions confidently is one of my traits that I value most. These decisions decide the fate of important parts of the business, and building enough trust in myself to make them confidently has taken time.



How did you juggle studying with your work as an entrepreneur?

Finding the right balance between work, study, and maintaining a social life is a challenge. Before important academic times, such as exam season, I would often block out study-only days and catch up as much as I could without any distractions. Luckily, my best friends are the kind you don't have to see every day to stay close to – they're incredibly supportive. We scheduled 'productive fun', such as going for runs, walks or gym sessions, and then coffee.

Before important academic times, such as exam season, I would often block out study-only days and catch up as much as I could without any distractions

Are there any specific perks or challenges that come with being a female entrepreneur?

I have had to develop an extremely tough and no-nonsense part of my personality to succeed as a woman entrepreneur. Our business environments are still largely male-dominated, and women often subconsciously become quieter and more apologetic than their male colleagues. I have had to undo some hardwiring by teaching myself that I am not only an equal, but a strong, capable equal. For that reason, I do not have to be overly polite or overly apologetic, and I have learnt that I should take up all of the space I need to convey a particular idea.

What is next?

As well as planning to launch a number of new product lines this year, The French Parfumerie plans to expand its current network of stockists to include stockists in at least three other African markets, establish a satellite operation in Zimbabwe in 2023, expand our network of independent agents who sell to their local communities, grow our online store by introducing new products and acquire a larger production facility.





Asonle Gevenga is the founder of the student-led credit provider, Fleeker Finance, which won the Existing Business – Tech category at the EDHE Entrepreneurship Intersarsity. Fleeker Finance enables students to borrow cash with a nominal interest rate of 2% per month, helping them to start building a healthy credit record.



Fleeker Finance has a unique selling point of small value credit, which is small credit that can be easily paid off and won't leave anyone bankrupt.

What led you to start Fleeker Finance?

We recognised that youth in South Africa and globally had no understanding of what a credit score is and how it can be leveraged for improving personal finances. With a good credit score, you can save on interest when buying important assets like a car or house.

What was Fleeker Finance's unique selling point?

Our unique selling point was being student-friendly, something most existing brands did not understand. Since we were students, we knew how much, on average, students get per month as allowance and their struggles. At the same time, we understood that most students are ambitious and would love to acquire

important assets when they start working, and most of them wouldn't be able to afford it in cash.

So the combination of these aspects led to a unique selling point of small value credit, which is small credit that can be easily paid off and won't leave anyone bankrupt.

What were some of the highlights of your journey with Fleeker Finance?

Reaching over 1000 students all over the country, winning the UCT Leopards Lair competition in 2021 and also winning the EDHE tech category in 2022 were some of the highlights in our journey.

We had recognised that youth in South Africa and globally had no understanding of what a credit score is and how it can be leveraged for improving personal finances.



University is a great space to find yourself and starting a small startup or project while in university can help you to discover or build yourself.

What advice can you give to students and graduates wanting to start a business?

There is not only one formula that works. However, some things apply to most students and graduates. Most importantly, try not to risk your academics, at all costs. University is a great space to find yourself and starting a small startup or project while in university can help you to discover or build yourself.

Before starting, ask yourself these questions:

1. What is the problem I am solving?

2. Who am I solving it for?

Narrow this down as much as possible for your first release. For example, “We are targeting students in commerce,” or “We are targeting students who love watching certain content.”

3. How much are they willing to pay?

Test this by selling a minimum viable product – surveys that ask people how much they are willing to pay do not help. You have to sell the product and see if the customers pay or not. If there is no willingness to pay, either pivot or shut it down and move on to your next idea.

4. How far can this business grow with this market?

This depends on your ambition, however, if you want to increase outside investments you must factor in the ambition of those investors as well.

How did you juggle studying with your work as an entrepreneur?

It was very hard, and I believe I did not do it well initially. However, setting a schedule is very important, as is doing things with intensity. If you sit down for a study session of two or three hours, make sure it counts.

Did your experience as an entrepreneur help you build transferable skills for the workplace?

Running a business requires skills, whether you are a student or not. So you are consistently learning skills on the journey and you are forced to learn them fast whilst striving to be proficient in them. Should you decide you want to pursue a career in corporate, the skills you have learnt will come in handy because you put in the hard work to acquire them and no one can take them away from you.





The rise of the **side hustle**

If you're an entrepreneurial student, chances are that you have a flood of business ideas that you're eager to pursue. Perhaps, you're thinking of pursuing them full-time after your studies. Before you take the leap and dive into entrepreneurship full-time, there are some key things you need to consider.



The key to becoming a successful entrepreneur is giving yourself the opportunity to fail, without failing as a founder.

It's true that 95% of new businesses fail. Famous all-in entrepreneurs like Mark Zuckerberg, Steve Jobs and Bill Gates had good fallback plans, but they came from wealthy families, and the cost of failure was relatively low for them. The same is not true for all South African entrepreneurs.

The key to becoming a successful entrepreneur is allowing yourself to fail, without failing as a founder. Failing is often what makes entrepreneurs learn to make strong businesses. Leaping into full-time entrepreneurship puts you as the founder (especially if you are inexperienced) at great risk of irrecoverable failure. Instead, think of how you can maximise your ability to learn from failures, and move forward on the path to success.

But what options does this leave on the table? Enter the side-hustle! Part-time entrepreneurship has seen increasing

popularity in South Africa. It essentially allows entrepreneurs to work full-time (or part-time) jobs while pursuing entrepreneurship in their free time. **Given that starting a business often requires financial resources, starting a business part-time can help you sustain the business by investing in it at a comfortable pace, whilst also earning a stable income and paying your bills.** There is nothing worse than running a business and wondering where your next rent payment will come from!

Starting a business without a steady income stream can put you under a lot of pressure to succeed quickly. This kind of pressure can lead to rash decisions and shortcuts, which could harm the long-term success of your business. By pursuing your business part-time, you give yourself the time and resources to make more calculated and informed decisions, which can lead to a more sustainable outcome.

The legal side of things

In South Africa, employees are not precluded from earning an additional income. An employee cannot unreasonably be withheld or prohibited from supplementing their income, but under certain circumstances, such work can be expressly forbidden or limited by your contract – so read carefully and make sure your employer knows what you are doing.

#InnovationForImpact in Africa

Entrepreneurship and innovation make ideal tools for changing the world.

Here's how two UCT grads are using their educational backgrounds and entrepreneurial skills to make a difference in Africa.



Using **data analytics** to support women-owned SMEs in Mozambique



During my Master's in Financial Technology, I attended a meeting where foreigners showcased their businesses in South Africa. It made me think about how many other people have something to share but don't have the platform, and so, **Kuma La Online** was born. Months later, Kuma La changed slightly and it now focuses on showcasing **SMEs owned by Mozambican women.**


Creating a platform where women can show their work is also creating a platform for potential investors and clients to support their businesses. Immediately after my studies, I started giving free online classes via Instagram and WhatsApp about what I learnt during my Master's about investments and cryptography.

Throughout my journey, I have faced, and continue to face, many challenges. Within my start-up, Kuma La Online, I wanted to be able to do everything at the same time and on my own, but I learnt how to prioritise, delegate and

communicate. Today, I have a supportive team.

There is still a lot to be done, mainly when it comes to motivating and supporting women not to give up on their businesses. In the past six months, the focus has been on providing tools that help businesses monitor their expenses to best understand the most suitable services or solutions they need to help improve their finances. For this, I use my knowledge in financial markets, technology, business and data analysis to instruct businesses.

I had my first "calling" into finance and technology during my time in EBESC – before that I always believed I'd be a full-time Chemical Engineer. When I saw how powerful the duo was, I couldn't stop myself from exploring what was ahead, and I immediately began to share the little I knew with my peers. Today, I continue to empower Mozambican women into becoming successful entrepreneurs.



It may feel slow to start from where we are, but I believe it's where we generate the most impact.



A virtual incubator platform for NGOs



There was a particularly challenging period of time for me during my studies when I had lost confidence in my abilities and became unsure of what the next steps would be for me. I had a conversation with a friend who said, “You have all that it takes, you just need to get some runs on the board.” I knew then that I needed to put myself out there and get some wins. I became part of Students for Law and Social Justice (SLSJ), and I volunteered at the UCT Refugee Clinic. I coordinated food drives, clothing drives, weekly legal clinics for the greater Khayelitsha area and provided legal advice to refugees seeking asylum.

I was getting “runs on the board”, my self-confidence grew exponentially and I could finally see the link between my passion and what I was studying.

This gave me the confidence to start working for an NGO called World Merit, where I continued planning, coordinating and participating in community upliftment projects. I was getting “runs on the board”, my self-confidence grew exponentially and I could finally see the link between my passion and what I was studying. Somehow, the next steps seemed clearer.

I started my own organisation, called “projectxfemme”, aimed at empowering young women. This developed into **Athari Bantu, an incubator programme and fund for NGOs**. It aims to support grassroots-level NGOs through various capacity-building interventions and access to capital, and it ensures that these initiatives are ready for funding, scale and impact.

The mission of Athari Bantu is to encourage the substantial participation of African NGOs in matters of global governance and the development of a unified African non-profit ecosystem. Through this, I have had the ability to meet incredible people, work in the area of



Starting an organisation centred around impact requires grit, a conviction about your passion and unique contribution to the world, and the ability to put yourself out there

my passion, and contribute substantially to the development space. I have had the privilege of working at organisations like the World Bank and YES4Youth. I now balance my work as an African NGO ecosystem builder with a full-time management consulting career where I consult large corporations on impact and shared value.

To date, Athari Bantu has assisted over 20 NGOs to make a bigger and better impact across different regions in South Africa, spanning interest areas in education, substance abuse, advocacy and female empowerment. It has been a pleasure seeing how many people are committed to solving problems and making changes in their communities.

Impact work can be likened to dominoes. When one person takes a big leap and starts an organisation, or when another volunteers, and when another donates, they have no idea who their 'yes' has helped down the line. Starting an organisation centred around impact requires grit, a conviction about your passion and unique contribution to the world, and the ability to put yourself out there. All of which are lessons I learnt using the opportunities I had available at UCT, coming out of a very difficult period in my life. Each of us can make a meaningful contribution to the continent. Your 'yes' is the beginning of impact.

The entrepreneur's playbook

Ammar Canani, UCT grad and Founder of One Click Solutions, gives advice on starting your own business as a student.

1

IT PROBABLY WON'T BE AN INSTANT SUCCESS.

You may think your idea or solution is one of a kind, but you may come to realise that it might not be as unique as you thought, or that there are certain aspects you never fully considered.



Ammar Canani

Which leads you to...

2

But worry not because...

IT'S NEVER A FAILURE – IT'S A STEPPING STONE TO YOUR SUCCESS.

Experience gained is what ultimately matters as you begin to understand what works, what doesn't and what needs to be adjusted. You might even realise that things could be done differently.

3

YOUR DESTINATION.

Where you started will slowly become a memory and you will begin to shape your business with all the experience gained, and it may even pivot to other things. Where you start is not always where you may end up.

But...

LEARN FROM THE LESSONS GAINED.

Each experience helps build and improve your business. If there was an element you didn't know or didn't expect for something to happen – well now you know. Learn from that and account for it in the future.

4

IT'S NOT ALWAYS ABOUT MAKING A PROFIT AT THE START.

Sometimes you will have to do a service or sell your product with minimal gains. But the contacts, connections and network you may get from it make it worthwhile. A profit is not just monetary, it may be experience, connections made or a long-term relationship built.

5

GIVE IT TIME.

It may take one, two or maybe even five years. Don't give up! Don't lose hope and keep going at it. If you believe in yourself and your idea, you will get somewhere.

6

7

WHAT STARTS AS A SIDE HUSTLE COULD END UP AS YOUR BREAD AND BUTTER.

Start slowly, get your name out there, find partners or like-minded people in the field and slowly you will get there.



6 Grad Gallery

COMMERCE

- Esethu Cenga
- Karl Nchite
- Laylaa Banderker

ENGINEERING AND THE BUILT ENVIRONMENT

- Sumbo Oluwatosin
- Inam Kula
- Michael Ross

HEALTH SCIENCES

- Vedantha Singh
- Nicolas Pereira
- Katleho Limakatso

HUMANITIES

- Zolani Metu
- Naledi Ngema
- Bonolo Ntlatleng

LAW

- Maame Awinador-Kanyirige
- Preanka Gounden
- Lloyd Kriel

SCIENCE

- Tamlyn Shaw
- Tumelo Morapi
- Jessica Kavonic



COMMERCE



Laylaa Banderker

Job history

2023–Now

Senior Business Analyst,
Allan & Gill Gray Philanthropies

2022–2023

Business Systems Analyst,
Luno

2017–2021

Business Analyst,
SOLIDitech

2016–2017

SAP Analyst Developer,
Pick n Pay

2015–2015

Junior Analyst Developer,
Synergy

Academic history

2014

BCom Honours in Information
Systems, UCT

2013

BCom in Information Systems,
UCT

What do you do?

I am a Senior Business Analyst. In a nutshell, I assess business problems/opportunities, gather requirements from stakeholders, and create and implement (mostly automated) solutions.

A shortened example: A finance team is currently doing their work manually and they are not meeting month-end deadlines due to the volume of data they need to capture in their accounting ERP. As the Business Analyst/Business Systems Analyst, I would complete the following steps:

- Investigate the issue by interviewing members of the finance team to figure out their pain points.
- Gather requirements on what work they need automated and how data needs to be posted to the ERP.
- Investigate and vet possible systems/vendors that could provide an automated solution.

- Implement the solution after providing and receiving feedback from the finance team.

What pulled you towards your field?

Technology, and the never-ending change and learning that comes with it.

How have your degrees helped you in your career?

Studying Information Systems prepared me very well for my working journey. I was able to start as a developer and transition into an analyst quite easily as I studied both software development and analysis during my degree.

What advice would you give to current students?

Take on internships. My biggest regret is that I did not seek out an internship when I was still studying. Internships are great in helping you decide what to do after graduating.



My biggest regret is that I did not seek out an internship when I was still studying. They are great in helping you decide what to do after graduating.

What is the most fulfilling part of your job?

The most fulfilling part of my job is being part of a solution that resolves problems for the end user.

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

Trying to figure out where my passion lies was a challenge for me. Studying Information Systems provided me with many different job opportunities, but it also made me unsure as to where I wanted to end up in my career (this is why internships are key!).

After many different roles within the tech industry, I decided to pursue analytics as it allowed me to be involved with projects from start to finish – implementing and overseeing.

How did the pandemic affect your career?

I was incredibly lucky to not have been affected by the pandemic at all. In the Tech industry, there are so many job opportunities that allow remote working (even before the pandemic), so this allowed me to still flourish in my career whilst working remotely.

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

Technology is ever evolving, ever changing. It's probably one of the most exciting industries to be working in, since it's a continuous journey of learning new things. The other great thing is that there will always be a need for people in tech.



Udemy has a lot of in-depth development courses.

GetSmarter has an amazing **Business Systems Analysis course** [do it via UCT online – <https://bit.ly/42JAqUD>].





Job history

2022–Now

Investment Associate,
Goodwell Investments

2021–Now

ESG and Impact Manager,
Goodwell Investments

2022–Now

Co-founder, Young African Catalysts

2020–2022

Investment Analyst,
Goodwell Investments

2019–2022

Co-founder and Partner, blx.Grooming

2019–2020

Research Associate,
Goodwell Investments

Academic history

2019

Fintech: Disruption in Finance,
GetSmarter

2019

Programme in Design Thinking,
HPI d-school at UCT

2018

Chartered Financial Analyst: Level 1 CFA

2018

BBusSci Management, UCT

What do you do?

I work at Goodwell Investments, a Dutch impact-focused Venture Capital fund that has invested in emerging markets from India to Africa since 2006. Our goal is to provide access to people living at the bottom of the pyramid (BoP) across all sectors at an early stage. I currently lead the Impact team (Environmental, Social and Governance – ESG; and Impact Measurement and Management – IMM) and work as an Investment Associate.

I am responsible for overseeing and coordinating all ESG and IMM reporting, maintaining our frameworks, and the continuous improvement of them. On the investment side, I manage two of our portfolio companies – an aquaculture company and a mobility player, as well as hunting for new potential start-up investments.

At Young African Catalysts (YAC), we currently have a community-based fellowship for people working in the African Venture Capital ecosystem. As it stands,

we have around 50 leading Africa-focused VCs with about 60 representatives from each, and about 250 deals shared per year. In April this year we will begin our Talent training offering, an eight week course focused on utilising our current 60+ fellows to upskill future YACs who want to break into VC. Beyond that, we currently also offer a Venture Scouting service to start-ups looking for funding.

How have your degrees helped you in your career?

While my finance background certainly helped me break into the industry and grasp certain concepts and business fundamentals, Venture Capitalists are not primarily seeking specific academic experience. Instead, they value individuals who possess a curious mindset and the ability to generate unique perspectives, iterate on them and, based on that, identify suitable opportunities. It's the individual's personality and approach, rather

than their formal education, which drives success in the field.

What has been a highlight of your career so far?

Last year, I had the privilege of speaking at the Global Impact Investing Network's (GIIN) annual event in The Hague, which is the world's largest gathering focused on Impact Investing with approximately 2,000 attendees. My panel discussed the use of Impact Performance Analytics for investment decision-making, during which I presented Goodwell's impact framework and a proprietary Impact Scoring system that I developed for the company.

What advice would you give to students?

It's important to stack or layer your goals by setting both short-term and long-term targets that materialise at different times. This helps to prevent burnout and provides additional motivation for you. Beyond this,

I would try and limit the number of things that you prioritise. Consistent work on fewer things will take you a lot further than sporadic sprints on multiple projects.

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

I believe that the African Venture Capital ecosystem will continue to attract significant foreign investment in the coming years. As a nascent market with a growing population and a disproportionately young demographic, the start-up ecosystem offers tremendous potential to unlock value from the available workforce.

Beyond this, I expect that incoming foreign investment will prioritise a nuanced understanding of the unique contexts within each of our 54 diverse countries. The realisation that one cannot 'plug and play' across the continent, especially not from developed markets, will necessitate the need for people who can provide such insights.



Read *"The Cold Start Problem: How to Start and Scale Network Effects"* by Andrew Chen.



It's important to stack or layer your goals by setting both short-term and long-term targets that materialise at different times.

COMMERCE



Esethu Cenga

Job history

2018–Now

Co-founder and CEO,
Rewoven

2019–Now

Co-founder and Director,
Future of Fashion

2018–2019

Fellow in Residence,
Allan Gray Orbis
Foundation

Academic history

2019

MCom in Economic
Development, UCT

2016

BSocSci Honours in
Philosophy, Politics and
Economics, UCT

2015

BCom in Politics,
Philosophy and
Economics, UCT

What led you to co-found Rewoven and Future of Fashion?

Being from South Africa, a highly unequal country, I am constantly reminded how unsustainable practices affect real lives. Seeing [this] infuriates me, and I am therefore driven to try and contribute towards creating the inverse of that.

I am a textile and fashion lover. For me, textiles and clothing are not just for pure aesthetics. For a long time on this continent, textiles and clothing have represented way more – they are an expression of who we are, an attempt to be connected (with ourselves and others), and an expression of something intangible. I am excited by the idea that fashion expresses something intangible, unseen and ethereal.

However, textiles and fashion today are not that, and are instead part of this extractive machine that is polluting the planet and exploiting people, particularly women, all in the Global South.

The West dumps its textile waste on the continent under the guise of charity and trade. However, most of these 'donations' are actually not reusable, ending up in landfills.

I could not resolve that cognitive dissonance – being a fashion lover but knowing how extractive the fashion industry is to the Global South – without becoming passionate about ethical fashion and circular fashion.

Lastly, I would say I'm a decolonial thinker – I pull from alternative perspectives and not only the Western paradigm. I pull a lot from the African and Eastern perspectives. From those perspectives I have learnt that humans aren't meant to dominate and control nature, but rather to form part of it, we are meant to live harmoniously with each other and everything.

All of this led me to co-founding Rewoven (a textile recycling start-up based in Cape Town) and Future of Fashion (a non-profit aimed at awareness and ecosystem building in Africa on circular textiles and ethical fashion).



What are your responsibilities?

My role in Rewoven is CEO. I am responsible for the overall management of the organisation. At Future of Fashion I am responsible for project managing and overseeing all activities including the Future of Fashion Indaba, Future of Fashion special programmes, research and consulting projects.

How have your degrees helped you in your career?

My degrees really laid the foundation for me to understand the many challenges in the context of globalisation, particularly for the Global South.

What has been a highlight of your career so far?

Gaining traction, successfully fundraising for our seed-round, and the development and growth of our team. Four years in and we've

diverted just over 700,000 kilograms of textile waste from landfills. At our current rate, we will divert 1 million kilograms of textile waste from landfills in 2023. To have a team of ten people is also an achievement.

How do you see Africa evolving in terms of recycled textiles?

The circular economy is not new to Africa. In fact, circularity is entrenched in African traditions and customs. We have always understood that things need to be made well, and they need to be reused, mended and passed down to the future generation.

A few African countries recycle their textile waste. Ethiopia has been manufacturing recycled cotton for the last 15 years. Given that Africa is at the nexus of the textile waste problem on the globe, and we are the future of clothing design and production, the growth of textile recycling is inevitable and will have a myriad of economic, social and environmental impacts.



Watch the first video in Rewoven's Masterclass series on textile waste: **"Masterclass 1: Textile Waste: Problem or opportunity?"**

<https://bit.ly/3ZgJPjr>



Four years in and we've diverted just over 700,000 kilograms of textile waste from landfills. At our current rate, we will divert 1 million kilograms of textile waste from landfills in 2023.



Job history

2022–Now

Junior Specialised Engineering Analysis & Design (SEAD) Engineer, Hatch

2020–2022

Department Tutor and Mentor, UCT

2016–2017

Residence Sub Warden, UCT

2015–2016

House Committee Member – Academic and Health & Safety Representative, UCT

2015–2016

Residence Tutors Council Chairman, UCT

Academic history

2022

MSc Mechanical Engineering, UCT

2019

BSc Mechanical Engineering, UCT

What do you do?

I am a mechanical engineer in the Specialised Engineering Analysis & Design (SEAD) group at Hatch Africa (Pty) Ltd. My role sees me performing structural design and analysis of key equipment and assets in the mining, infrastructure and energy sectors. Our primary speciality is the use of Finite Element Analysis (FEA) as well as other numerical tools to perform in-depth and impactful assessments for clients both in South Africa and Internationally. I love what I do as it is always different and fast-paced; a hallmark of being, in many cases, at the forefront of engineering inquiry and development!

How did your extracurricular activities as a student develop into transferable skills in your career?

As a student, I was a member of the UCT 1st XI cricket team, representing the university at several USSA and Varsity Cup tournaments. Participating in sport

allowed me to meet many of my closest friends who were pursuing a range of different degrees. This social space that recognised diverse fields of interest, as well as being physically active are values which I have carried into my professional career. My time in student leadership as Chairman of the Residence Tutors Council, allowed me to hone and practise the many leadership values and skills that I apply in my work within engineering teams.

I am proud to have been a part of the team which formulated UCT's first multi-lingual tutoring programme, launched in 2016, which answered the question "how do we make residence tutoring more accessible?" This would grow to become one of my proudest leadership achievements to date, which would not have been possible without the incredible student leaders I worked with at UCT.

What advice would you give to current students?

"Diversity of skill" would be my

advised outcome for current students to pursue and champion during their time at UCT. The true value that I saw in my time at the university was getting into rooms and environments that challenged my way of thinking, whether in engineering or at a personal level. One such example would be participating in the Foundations in Design Thinking Course offered by the Hasso Plattner d-school, which I undertook in my first year of postgraduate study. To have the opportunity to think creatively with people from different backgrounds, professions and industries as well as solve problems affecting local communities was incredibly impactful!

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

I did not have the easiest of academic introductions to my time at UCT, which was definitely challenging. But with the support of my peers and incredible academics, I overcame those initial challenges and was able to flourish as I pursued my undergrad and then my postgrad. In the moment, it felt that a lifelong dream was unattainable, but I hope that my story can be an encouragement to any current student that it is possible, even from the worst of

circumstances. Those challenges taught me resilience and deep learning which I rely on every day in my professional career.

How do you see your industry evolving, specifically in Africa?

As a young mechanical engineer, the opportunity to explore local applications of green steel production, renewable energy as well as improved green production processes excites me. These are no longer concepts, but tangible projects that can provide meaningful and long-lasting impact on communities across Africa. I am inspired by the incredible African engineers who are blazing the path towards these various green technologies. I hope to one day look back at many of these projects implemented on our great continent and be proud that I was a part of it!

What is the most fulfilling part of doing your job?

I work with some incredible people; both clients and colleagues. The collaborative engineering work I engage in is one of the reasons I love being an engineer. It is fulfilling to solve some of the industry's most challenging questions, particularly as a young South African engineer!



Engage with Simon Sinek's ideas on leadership in books such as **"Leaders Eat Last"**, and ideas on building sustainable and infinitely minded organisations in **"The Infinite Game"**.

Engage in the ecosystem of a variety of industries on **platforms like LinkedIn**. This is a great way to stay on top of new technologies.



Job history

2022

Co-founder, CEO, LABiome-Tech

2018–Now

Founder, Board Member,
Happy Feat Project

2018–2019

Senior Project Manager, Stage5

2015

Engineer, Nigerian National
Petroleum Corporation

Academic history

2021

MSc Chemical Engineering,
specialising in Bioprocess
Engineering, UCT

2019

Certification of Achievement
in Essentials of Non-Profit
Strategies, Haas School of
Business, University of California

2016

BSc Chemical Engineering,
Covenant University

What do you do?

As founder, it is my responsibility to keep the vision and purpose of the company in check. This involves motivating the team and making informed decisions that drive the team towards our goals. I'm also involved in our technology and product development. Creating a healthy culture that fosters high performance also forms part of my job.

During my time as a researcher and student, I learnt about antimicrobial resistance and the challenges arising from the current use of antibiotics. A case example is Bacterial Vaginosis (BV), a condition characterised by a disturbed healthy vaginal microbiome. BV affects approximately two thirds of females globally, and currently has a >50% recurrence rate six months post-antibiotic treatment. Antibiotics used for BV treatment, or other infections such as Urinary Tract Infections, also contribute to the disturbance of a healthy vaginal microbiome. This leaves the female reproductive system prone

to infections. Human microbiome-based live biotherapeutics show promise as an antibiotic alternative. However, the issue of access to this cutting-edge biotechnology relative to socioeconomic inequalities, especially in the African context, is a predominant challenge.

The motivation for pursuing this technology was catalysed by having continued conversations with females around a possible solution. However, the barrier for access to a possible solution was efficacy and accessibility, in terms of affordability. I didn't want it to be left as just an idea, and this led to me founding LABiome-Tech.

How have your degrees helped you in your career?

My degrees equipped me with the fundamentals of problem solving and critical thinking. Moreover, the process of attaining these degrees created a space to draw on and process information deeply, while fostering relationships with like-minded individuals with similar professional interests. These

friendships have been a source of inspiration and motivation.

What advice would you give to current students?

Make the most of your learning experience, foster healthy relationships, and always seek ways to improve yourself within and beyond the classroom. Know what makes you happy. Be aware of your strengths and weaknesses (and work on improving them). Where the need for your strengths lies, is where you will perform the most.

How do you see Africa evolving when it comes to Biotech?

I believe Africa is the future, but we need to put in the work with the right intentions to harness its full potential. Biotech is at the forefront of the Fourth Industrial Revolution and it is projected that this will influence human lifestyles. The Bio Innovative space in Africa, although still at its infancy stage, is definitely one to look out for.

While we've got really cool ecosystems emerging that create great environments to nurture innovative start-ups, such as BioCiTi labs and Innovation City, building more talent to occupy these spaces and solve problems

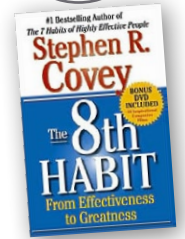
will speed up its growth. In the near future, I see solutions to problems we face on the continent and globally. We have the talent and the resources, we just need time to get it right, and we will. With easy access to information and the right mindset, there are no limitations. Developing and refining human potential is where the opportunity lies.

One of the key challenges to the development of bioinnovations is the capital and time frame requirements. We are fortunate to be able to harness tools and technologies to mitigate these barriers – for example, the application of artificial intelligence can bring down costs and reduce the time frames needed for development or clinical trials (in the case of healthcare).

What I deeply hope for is that, while a lot of brilliant talents move to more developed environments, for either improved standards of living or better career prospects, I hope that home is at the core of their hearts. And that there is willpower to channel experiences of knowledge and skills gained for the development of our continent.

If we don't build our home, no one else will.

It's nice to see this happening already, where Africans are returning home to build the continent; however, there is room for this pace to be accelerated.



Read “*The 8th Habit*” by Stephen Covey.

McKinsey hosts a free online course called **The Forward Program**. It aims to equip young professionals with a broad set of skills to perform best in their current and future roles. I highly recommend applying.



Job history

2020–Now

Candidate Architect,
Department of Public Works

2021–2022

Architect, MASS Design Group

2016–2017

Junior Architectural Technologist,
Rabana Architects

2016

Architectural Technologist, Department of Environmental Affairs

2015

Intern, Jakupa Architects and Urban Designers

Academic history

2019

MArch, UCT

2018

BArch (Hons), UCT

2017

PgDip Urban Planning,
University of the Witwatersrand

2015

BArch, UCT

What drew you to architecture?

I think my passion for architecture grew intrinsically. From a young age, I had always been interested in careers in engineering and the built environment, as I have an older sister who is a chemical engineer. I was always very inquisitive, had a hyper-sensitised awareness of the environment around us and loved a good challenge. At the time, I did not know any architects or too much about the field. However, at my sister's graduation, I noticed that, unlike other fields, there weren't a lot of people like me who were graduating. It was at that moment that my competitive, 13-year-old self decided that this was going to be my future career.

How have your degrees helped you in your career?

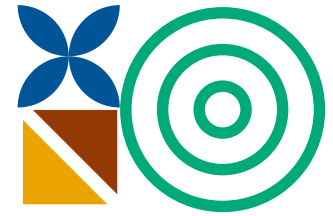
Well, for starters, to become an architect one needs a master's degree. Therefore, I would not have been able to become an

architect had I not completed my master's degree in architecture. My PgDip in planning has assisted me to broaden my vantage and concept of how to design builds that fit appropriately in an urban setting. My degrees have generally helped me get jobs in amazing places where I get to envision not only the future of South Africa but of the continent at large.

What has been a highlight of your career so far?

I have two highlights: The first is having been invited to be a contributor at the 2019 Chicago Architecture Biennial. At the time, I was both an architecture student and a student activist. My role was to present the case of the #RhodesMustFall movement and the contributions it made on accelerating conversations and discourse on the contestation of public space in society. This moment was important for me as it highlighted that there was a need for marginal voices and stories to be heard, and that there are

Africans are starting to grapple with notions of post-colonial and decolonial identities, and architecture is going to play a central role in this.



platforms and spaces available for such stories to be shared and heard.

The other was working at the MASS Design Group, a firm based in Boston and Kigali. At this organisation, I was able to work on a number of projects ranging from healthcare to education, as well as memorials, all of which entailed social justice elements. The ethos of the firm echoed to me once more that good design is not solely about aesthetics, but that there is justice in designing beautiful and dignified builds, and places for disenfranchised communities. Whilst at the firm, I was also privileged enough to be one of the lead architects on the conceptual design of the Winnie Madikizela Memorial and Museum, which is set to be built in Soweto in the near future.

What advice would you give to current students?

The advice that I would give to young architecture students is to believe in

yourself. There are going to be moments in which you have doubts, but your ideas and experiences are valid and worthy.

How do you see architecture evolving in the near future, specifically in Africa?

Historically, architecture has always been at the centre, or the foundation, of creating communities, cities or any living environment. Africans are starting to grapple with notions of post-colonial and decolonial identities, and architecture is going to play a central role in this. African designers have already started to imagine and redefine alternative futures and narratives which are not founded on the continent's violent and brutal past. Architecture, if used correctly, has the potential to heal the traumas of our society, through the creation of good spaces and living environments.



"Radically Simple"
by Francis Kere and
"Justice is beauty" by
MASS Design Group.



Job history

2023–Now

Postdoctoral Research Fellow
UNSW (NeuRa)

2017–2022

Lecturer in the Department
of Anaesthesia and
Perioperative Medicine, UCT

Academic history

2021

PhD in Anaesthesia (Pain
Neuroscience), UCT

2017

PgDip in Interdisciplinary Pain
Management, UCT

2017

MSc Medicine in Physiology,
UCT

2014

BSc Medicine (Hons)
specialising in Physiology,
UCT

What do you do?

As a post-doctoral research fellow, I conduct research and mentor PhD students who are conducting research on pain. My research investigates the mechanisms by which treatments work to reduce complex pain conditions (e.g. phantom limb pain) in people with amputations. In addition, I design and test novel treatments for managing phantom limb pain in people with amputations. I also convene pain courses for undergraduate health sciences students.

What is the most fulfilling part of doing your job?

The most fulfilling part of my job is discovering knowledge that could change clinical practice for the benefit of patients and healthcare providers. I.e., discovering ways we can better assess or manage pain. Also, the thrill of acquiring knowledge in the quest to discover

solutions to pressing clinical challenges really excites me.

What advice would you give to current students?

Have a mentor – Ideally, someone who is successful in the field you are in, or that you would like to pursue. Navigating the road to your destiny is so much better when there is someone showing you the way to take or avoid.

Also, keep a company of like-minded people – “Two are better than one, because they have a good return for their labour: If either of them falls down, one can help the other up.” Lastly, work hard consistently, but remember to rest and refuel as you go.

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

My biggest challenge was completing my PhD while

convening undergraduate and postgraduate courses, as well as co-supervising master's research students, all while trying to maintain a healthy work-life balance. The workload was immense, and the pressure to perform in all these areas got to me sometimes. Since then, I have learnt not to do too much at the same time.

How have your degrees helped you in your career?

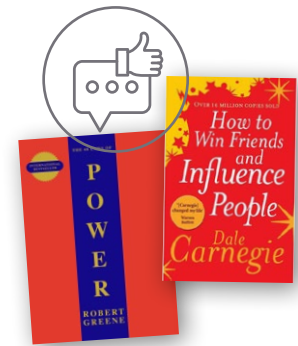
My qualifications opened many doors for me – I got employed as a lecturer at UCT, a university ranked #1 in Africa. I got to collaborate with some of the global leaders in my field. Also, I recently started a postdoctoral fellowship at the University of New

South Wales in Sydney, Australia. This opportunity came with permanent residency for myself and my family.

How do you see your industry evolving in Africa?

The healthcare industry in Africa will see a shift in the adoption and utilisation of technology in healthcare facilities. The use of technology means some of the services routinely provided in hospitals will be provided remotely. These services include health screening, patient monitoring and basic treatment. Furthermore, I foresee the adoption of thoroughly trained artificial intelligence models to aid healthcare professionals in making accurate diagnoses and treatment decisions.

The most fulfilling part of my job is discovering knowledge that could change clinical practice for the benefit of patients and healthcare providers.



I highly recommend **“The 48 Laws of Power”** by Robert Greene and **“How to Win Friends and Influence People”** by Dale Carnegie. Every young person starting out in their career should read these books.





Job history

2021–Now

Research Office Manager, Graduate School of Business at UCT

2017–2020

Research and PhD Programme Coordinator, Graduate School of Business at UCT

2020

Policy Specialist: AI and Data in South Africa's Health Sector, Human Sciences Research Council (HSRC)

Academic history

2017

Master of Public Health, UCT

2012

MMed Science in Medical Virology, UCT

2009

BSc Honours in Biotechnology, University of KwaZulu-Natal

2007

BSc Biomedical Science, University of KwaZulu-Natal

What do you do?

My current role at the Graduate School of Business is to support the growing, vibrant research culture in the school. I work with faculty, as well as other departments and PhD students from GSB, to develop cohesive research strategies and establish collaborations.

We facilitate research workshops and stimulate pertinent conversations around developing globally accredited research, with local relevance and practical implications for the continent. I also manage the GSB PhD Programme together with the PhD convenor.

What excites you about your job?

I'm most excited that I get to work with, and learn from, researchers and students who are committed to making a positive impact with their work.

I'm constantly surrounded by a diverse array of novel ideas, publications and the pursuit of conducting world-class research. The process of continuous learning and innovation has been fulfilling so far.

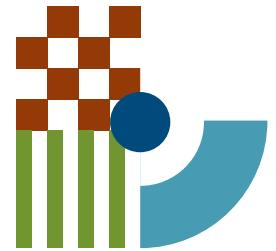
What is the next thing you want to achieve or learn?

I would like to contribute to the ongoing research around using AI technology in healthcare by developing publications, guidelines and frameworks for governments and organisations.

What advice would you give to students that want to follow in your footsteps?

Take the time to find something worth focusing on. We are prone to rushing and forging

Whether we are aware of this or not, our health outcomes will be impacted by algorithms, and our health data will be used for this.



ahead to meet the demands of a highly competitive world, but we rarely take time to consider why we are pursuing our studies or careers. Once you have found the field or ideas that drive you, commit to it fully.

How do you see AI ethics in healthcare evolving in the near future?

The World Economic Forum predicts that by 2030, AI will have access to a variety of sources of data (including health data) to understand patterns in disease and predict treatment and care. This means that, whether we are aware of this or not, our health outcomes will be impacted by algorithms, and our health data will be used for this.

On the positive side, this could be revolutionary for improving healthcare, public health and drug development, effectively connecting the dots of a fragmented healthcare sector.

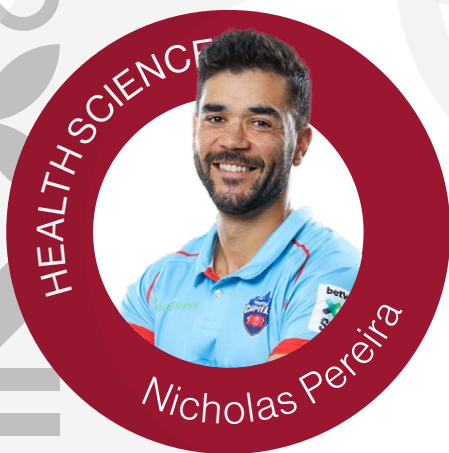
However, this could also raise social, legal and ethical questions around the protection of personal information, equitable access to health care, and patient safety, among others. In essence, this technology could further widen the inequality and limit access to quality healthcare to those who can afford the premium.

It is therefore my hope that the industry evolves to work in collaboration with software developers, healthcare workers, ethics researchers and governance organisations to measure the impacts of this technology, exchange insights and act together to amplify the ethical oversight of using AI in healthcare.



Look for **specialised courses** on research methodology to those planning to pursue a PhD in the future.

For those specifically interested in the field of AI ethics, the University of Helsinki has developed a **free course** called **"Ethics of AI"**. <https://ethics-of-ai.mooc.fi>



Job history

2023–Now

Head of Physiotherapy and Medical Coordinator, The Pretoria Capitals (SA20)

2016–Now

Owner, Enhanced Physiotherapy

2021–Now

Lead Physiotherapist, KZN Inland Cricket Tuskers

2014–2021

Physiotherapist, Maritzburg United Football Club

2014–2016

Junior Physiotherapist, EAP Active

2013

Community Service Physiotherapist, Frontier Hospital

Academic history

2020

MSc Sports and Exercise Physiotherapy, UCT

2012

BSc Physical Therapy, Stellenbosch University

What led you to starting your own practice?

My move from community service physio into private practice, as well as from an employee in private practice to business owner, were both inspired by the same thing – a lack of opportunities. I couldn't find a job in public health, and then I reached a point as an employee where I wasn't growing professionally, in skills or financially. I decided that if I wanted to achieve what I had envisioned for myself, I would have to create the opportunity I was looking for – and I have subsequently tried to build a business where there are opportunities for growth for those that I work with.

What were some of the lessons you learnt from growing your practice?

First, make sure you learn what it means to be a good employee before you try to be

an employer. Owning a business isn't for everyone; the calculations about profitability are often oversimplified, and the lifespans of many private practices in Sports/Orthopaedic outpatient physiotherapy are very short-lived.

How have your degrees helped you to get where you are?

A misconception, which I learnt after completing my undergraduate, was that the world and profession owes you anything. You shouldn't think it does just because you have a degree. It's up to you to make the most of the knowledge, life skills and principles, and apply that to your career. Similarly, with my postgraduate, every graduate of the programme gets the same piece of paper. What allows some to have their career trajectory changed can be an insignificant event in the lives of others. It comes down to how you use it.

Even if there was no degree at the end, I would do my postgrad again just for the knowledge, networking opportunity and the calibre of professionals I met through UCT.

In my current setting at The Pretoria Capitals (SA20), an international cricket team (owned by the IPL franchise – The Delhi Capitals), all the lead physios and assistants have a minimum requirement of a master's in physiotherapy, plus experience in elite sports.

How did your experience as Fitness Trainer at a gym help your career?

As a physiotherapist working in sports teams and with athletes, the experience of being one-on-one with gym members and taking group training classes helped me to gain confidence and competence in group settings. I've facilitated recovery sessions, group rehab, and mindfulness/breathwork sessions with teams and groups of athletes, thanks to

these skills. I encourage students to get involved in the field as soon as possible, during their studies.

What were some of the challenges and highlights of studying at UCT?

As a Cape Town local, the University of Cape Town was always my dream university – I'm proud to have completed my MSc there, and I'm proud of the international reputation that the university holds, as well as the quality of education I received. I am incredibly proud to represent the university as an alum.

What advice would you give to current students?

I strongly recommend working on yourself, as a person and as a professional, to improve your experience in life and the workplace. I am a big fan of audiobooks and podcasts, and an avid reader in the personal development genre.



You shouldn't think the world owes you anything just because you have a degree. It's up to you to make the most of the knowledge, life skills and principles, and apply that to your career.



Job history

2022–Now

Consultant: Corporate Social Investment, Investec Bank Limited

2018–Now

Founder and Executive Director, Decolonial Mental Health

2019–2022

Senior Manager: Programmes, Allan Gray Orbis Foundation Endowment

2020

Editorial Board, DG Murray Trust

2018

Junior Researcher, School of Public Health at the University of Witwatersrand

2018

Mental Health Consultant, Village Health Works, Burundi

Academic history

2017

MSocSci in Social Work, UCT

2015

Bachelor of Social Work, UCT

What do you do?

It's unusual to find a social worker in banking, right? Well, the corporate world has massive room for social and behavioural scientists. My role involves helping the bank make meaningful social investments that help improve the lives of young people in South Africa, while developing a talent pipeline for the financial services sector. I manage three portfolios including education development, entrepreneurship development and university bursaries.

The work requires an understanding of social systems, strategies for social development and a passion for working with people. While others may see corporate social investment as merely a “feel good field”, our work is data driven, and as a consultant I am responsible for ensuring that interventions are supported by research and that they have measurable socio-economic impact. These are basic competencies that any social

work or humanities graduate should have.

My training in social work equipped me with competencies in assessing needs and developing interventions at individual, family, and community levels. Psychology was my second major, and it has been instrumental in refining my assessments of interpersonal dynamics in the work environment and in building meaningful partnerships which help meet the bank's strategic objectives for CSI. While I went on to specialise at master's level, I believe any social work undergraduate from UCT should be able to do the work I do.

What led you to found Decolonial Mental Health?

I founded DMH upon my return from working in Burundi, inspired by the realisation that psychotherapy tends to be detached from the reality of most people of colour. The company was founded to ensure that the

LGBTQIA+ community, people of colour and learners from quintile 1–3 schools can have access to affordable and relatable mental healthcare services. As the business evolves, improving access to care for these three key populations and South Africa at large remains at the heart of what we do.

What are some highlights of your career so far?

I never dreamt of the global recognition that my work has seen. From presenting at a global conference in Miami, USA, to being recognised as the only South African on Global Citizen's Top 9 African Activists in 2022 – it all feels surreal. These are opportunities that young people from Philippi and Mdantsane, where I come from, hardly access.

In 2021, I was also listed on the M&G Top 200 Young SA for my role in private healthcare. In 2022 I was nominated for the South African Social Media Awards (SASMA) for the Mental Health Activism I do via my TikTok Platform, which has over 104,3K followers.

What challenges have you faced in your career?

We're often sold the glamorous side of entrepreneurship, and not the sleepless nights, rejection, failure and self-disappointment that comes with the entrepreneurial journey. I was trained in being a therapist, not a business director, so running Decolonial Mental Health has been a great challenge. The business has immense potential for growth, and it is only now that I am learning different

business growth strategies and basics of closing deals.

What advice would you give to current students?

If you can, read "The Go Giver". Otherwise just read the book's first law (The Law of Value). Thank me later.

I believe in creating opportunities to be of service to others in a way that doesn't deplete your own internal resources.

Even the most privileged individuals in society experience some form of injustice or unfairness in their life, and the universe tends to reward those who do something to shield the next person from experiencing such injustice. Choose to be a shield for other students when the opportunity presents itself.

Even the most privileged individuals in society experience some form of injustice or unfairness in their life, and the universe tends to reward those who do something to shield the next person from such injustice.





Job history

2022–Now

Lay Counsellor,
Mind Matters

2022

Linguistics Tutor, UCT

Academic history

2022-2022

BA Honours Psychology,
Psychological
Counselling, UNISA

2019-2021

BSocSci, Psychology,
UCT

What do you do?

I am currently an Honours in Psychology graduand, waiting for my degree to be conferred. In addition to that, I volunteer as a lay counsellor at a prominent NPO. As a lay counsellor, my central duty is to provide mental health services to clients through therapeutic consultation. This is a duty that is done under supervision, as I am still on the journey of doing my master's. The degree will give me the specialised skills needed to solely consult clients.

What pulled you towards your field?

My main attraction towards my field is based on it being my calling. The mere thought of assisting people with not only mental care, but also outlining the power and science of the mind, gives me immeasurable satisfaction. Additionally, this field aligns with my character and most importantly, my purpose.

What are some of the challenges you have faced in getting a job?

The greatest challenge has been the experience requirement of most job posts. Majority of jobs require more experience than my age can even gain. Thus, it is really hard for a graduate to get a job that can sustain one in the current economy and with the current cost of living, without experience.

What were the highlights and challenges of studying at UCT?

The most overwhelming experience of being in the UCT environment was definitely the diversity I experienced in the university space. It's quite challenging to be in a space that consists of so many different representations of cultures, beliefs, standards and morals, whilst also trying to define yourself within the same spectrum. It is easy to get lost

within the diversity, yet it is also exciting to find yourself within it

One of my greatest highlights was the realisation that I am actually admitted to the best university in Africa, and whilst that can introduce a lot of pressure, it can also be quite validating. Strolling around campus knowing that you are part of a community of great prominence felt amazing.

How have your degrees helped you in your career?

My degrees have become the ultimate stepping stone to the beginning of my career as an aspiring clinical psychologist. Through obtaining my degrees, I have acquired the necessary life skills and expertise to manoeuvre around my career field, as well as career networking.

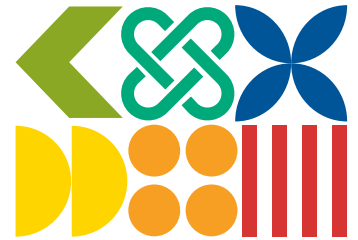
What advice would you give to current students?

My initial advice is to figure out where you thrive the most. The only way you can come to understand this aspect of yourself is through exploring different environments that will challenge your character traits.

You can do this by trying out extroverted activities, such as tutoring, volunteering, and many other environments that will highlight your social skills and ultimately groom your social competence. You can also engage in introverted activities through doing things like journalling, self-care activities, or any other activities that will help you engage with yourself, and ultimately help you define what works best for you. Through this self-awareness, you will find it much easier to thrive in your academic life and later, career.

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

Based on the increasing awareness of mental health within society and specifically Africa, I anticipate a growing domain of expertise. It is known in our society that mental health has been a marginalised topic within societal discourse, which has also impacted the number of people that offer these services, due to the lack of substantial demand until recently. Thus, in the near future, I foresee an expansion of the supply, accessibility and demand of mental health services.



Based on the increasing awareness of mental health within society and specifically Africa, I anticipate a growing domain of expertise.





Job history

2022–Now

Corporate Affairs Manager,
Thungela

2022

Strategic Partnerships and
Public Policy Manager,
Airbnb Middle East Africa

2021–2022

ESG and Public Policy
Specialist, Thungela

2019–2021

Social Impact and Public Policy
Specialist, Anglo American

2018–2019

Social Impact and Government
Relations Practitioner, De
Beers Group

Academic history

2017

BSosSci Honours in
International Relations and
Affairs, UCT

2016

BSosSci in Political Studies,
Economics and International
Relations, UCT

What do you do?

I am a Corporate Affairs Manager for Thungela Resources. My role entails looking after six coal operations in the Mpumalanga region and coming up with effective and innovative ways to help them manage their risks and impact. I am also responsible for making sure that the communities Thungela operates in are left better off from a socio-economic point of view, and I do this through developing and implementing high impact projects that communities can benefit from. My role also involves a fair amount of stakeholder engagement and management of internal and external stakeholders. In addition, I analyse mine data to ensure the best practice and performance from a social impact point of view.

How have your degrees helped you in your career?

Being a humanities student has helped me think through the complex issues faced by the

organisations I have worked in. My international relations and economics majors have assisted in getting me to understand the intersection between politics and business. My degree has allowed me to think strategically and communicate effectively.

What advice would you give to current students?

While a degree is important in helping you think through complex issues and analyse them effectively, being a well-rounded student goes a long way. I was an avid Model United Nations debater, and that experience equipped me with key skills, like negotiation and public speaking, which are crucial in the workplace. It also opened me up to world issues and pushed me to see all sides of an argument. Carve out a career for yourself where you can be of service to others – cultivate a service mentality rather than a “getting” mentality; this makes work more fulfilling.

What challenges have you faced in your career?

Since graduating in 2017, I have worked in four different industries. It used to bother me that I couldn't find my "niche", but I think being a generalist keeps life exciting and forces me to constantly adapt to new environments. It is okay to be multifaceted, and it just means that, when looking for the next opportunity, I need to be intentional about demonstrating what I can do and that I am open to learning new things.

How did the pandemic affect your career?

The pandemic showed [everyone] that you really can work remotely – this was a great shift for me and my career because I could suddenly add value without spending hours stuck in traffic. On a serious note, the pandemic allowed me time to increase my skill set. Taking up free LinkedIn and Google courses really helped add an edge to my service offering as a young professional, and allowed me to think of ways to make an alternative income outside of my work hours. I don't think I would have had that push had it not been for the pandemic.

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

Network, network, network. Send that LinkedIn DM; the worst a person can say is 'no'. Try to get career coaching if possible. Understand that while your work can speak for itself, it seldom does. Find a mentor and a sponsor who can speak on your behalf in rooms you are not in. Be open to learning and take your career progression into your own hands. Find out where you can job shadow. People hire those with a positive attitude and willingness to learn. The most important advice is to apply for all the roles – even if you do not have everything in the job description.

Taking up free courses really helped add an edge to my service offering as a young professional, and allowed me to think of ways to make an alternative income outside of my work hours.



Read **"A Return to Love"** by Marianne Williamson, **"Loving what Is"** by Katie Bryon, and **"Conversations with God"** by Neale Donald Walsch.

Listen to the podcast: **"Supersoul Sunday"** by Oprah Winfrey.



Job history

2022–Now

Policy Officer: Trade and Economic Affairs, Embassy of the Kingdom of the Netherlands to Ghana

2022–2022

Business Development Support, Empretec

2020–2022

International Trade Consultant, Blackbridge Consulting

2020–Now

Trade Contributor, Future Africa Forum

2019–2020

Director of Operations, Sakam Savana

2018–2019

Project Manager, Coderina Africa

Academic history

2017

MPhil International Law and Trade Law, UCT

2016

BSocSci International Relations, UCT

2013

BA Psychology, Savitribai Phule Pune University

What do you do?

I am a policy officer for trade and economic affairs at the Netherlands Embassy in Ghana. I advise on trade and economic policies and manage projects around private sector development, which involves facilitating and enhancing Dutch investments and businesses in Ghana.

How have your degrees helped you get to where you are?

My degrees in international relations and international law have paved the way for me to grow on my career path. I had the opportunity to study WTO law during my MPhil programme at UCT, and this has enabled me to provide advisory services and act as a resource person for international trade and economic policy on several international and local news platforms and conferences.

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

In my career I have faced many challenges. One of them was moving back to my country, Ghana, right after school. As a young woman pursuing a career in international trade and development, I found it difficult to find a job within my area of expertise. Aside from the challenge of not having much work experience, there was a reality that trade wasn't as popular then as it is now. I was thus forced to work in other industries while I still kept my dream of developing my career as an expert in international trade.

The resilience and perseverance paid off. These are key when facing life in the real world after school. Nothing comes on a silver platter, and you must never give up.

What advice would you give to current students?

I would encourage students to enhance their soft skills like critical thinking, communication and adaptability, alongside studying, as this would help them succeed better in the workplace. Moreover, developing emotional intelligence is also critical when it comes to thriving in your career.

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

I see international trade taking a forefront in the African development trajectory, as a replacement for relying on external aid. With the establishment of the African Continental Free Trade Area, I believe there will be a boost in the production of value added goods, which will make Africa one of the largest contributors to global trade.

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Read
"Manuscript Found in Accra"
 by Paulo Coelho.

With the establishment of the African Continental Free Trade Area, I believe there will be a boost in the production of value added goods, which will make Africa one of the largest contributors to global trade.



Job history

2021–Now

Attorney, UCT Law Clinic

2020–2021

Candidate Attorney, UCT Law Clinic

Academic history

2020

LLB, UCT

What do you do?

I currently work as an attorney at the UCT Law Clinic. My job is to consult with clients and attempt to find solutions to their legal issues.

I engage with clients on an ongoing basis, draft pleadings and other documents like wills, engage in settlement negotiations with opposing parties, and appear before courts on behalf of clients where necessary.

At the UCT Law Clinic, our mission is to provide the above legal services to indigent people who would otherwise not be able to access the legal system.

What pulled you towards your field?

The law regulates the conduct of citizens of a country. I was drawn to it because it is such an integral part of our lives, yet many people do not understand it or how to access legal services.

I think that is one of the reasons that I enjoy working at the UCT Law Clinic. It ties in with why I decided to study law, in that it provides legal education to communities and allows greater access to legal services.

What advice would you give to students that want to follow in your footsteps?

Being a student is extremely challenging and we often become consumed by our studies. I believe that it is important to do and experience different things so that you can find out what fulfils you.

During my time as a law student, I worked as a content writer and call centre agent, I participated in sports and societies, job shadowed, etc. Many of these things are unrelated to law, but they were great opportunities to engage with people and learn transferable skills. I would therefore advise students to, studies permitting, look for and accept opportunities.



Another piece of advice is to always understand what it takes to get where you want to go. For example, if you want to be an attorney, research what exams you need to write, courses you need to attend and training you need to complete – and do this well in advance of needing to do them. Achieving your goals becomes more attainable when you have a clear picture of your destination.

What is the next thing you want to achieve?

I am currently reading towards my master's degree in Criminology and hope to complete it in 2023. I also hope to continue expanding my knowledge and skills as an attorney by, for example, attending short courses.

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

I think that legal practitioners will have a steep learning curve as programmes that assist us with completing

tasks, such as perusing and drafting documentation, will become more readily available and necessary. We will have to learn how to incorporate these technological advancements into our practice.

The pandemic has already shown us that legal practitioners have to be adaptable to change. Technological advancement is exciting because it allows us to engage with clients, documents and courts in more accessible and efficient ways.

What course would you recommend?

If you are studying towards your LLB at UCT, I would recommend Legal Practice. It is a final year elective which is administered by the UCT Law Clinic. The course is different from other LLB courses, as it is an opportunity for students to attend satellite law clinics in vulnerable areas, engage with real clients, and try to implement the theoretical knowledge they have obtained in a practical manner.



Technological advancement is exciting because it allows us to engage with clients, documents and courts in more accessible and efficient ways.



Job history

2022–Now

Senior Associate,
ENSafrica

2019–2022

Associate, Cliffe Dekker
Hofmeyr Inc

2017–2018

Candidate Attorney, Cliffe
Dekker Hofmeyr Inc

Academic history

2022

Postgraduate Certificate
Course: Competition
Law, University of the
Witwatersrand

2016

LLB, UCT

What do you do?

I am a competition law practitioner, currently practising as a Senior Associate in the Competition practice at ENSafrica. I specialise in advising clients on various aspects of competition law, including: multi-jurisdictional merger notifications, prohibited practices such as price-fixing, bid-rigging or market division, and general compliance (for example, opinions and general advice on business strategy in light of competition legislation).

My day-to-day job includes preparing local and cross-border merger notifications; reviewing and advising on various commercial agreements and corporate governance structures from a merger control, abuse of dominance and/or prohibited practice perspective; reviewing and preparing competition law compliance manuals or protocols; preparing corporate leniency and exemption applications; and crafting merger conditions. These tasks may lead to contested and uncontested litigation in respect of both mergers and/or prohibited practices.

What pulled you towards your field?

Surprisingly, it was not a field for which I had a long-standing desire to pursue. In fact, competition law was a relatively foreign concept prior to commencing my articles of clerkship. It was during this rotation that I began to really learn about, and immerse myself in, this area of law. I fell in love (yes, as cliché as that sounds!) – with the principles of competition law and how important this area of law was and will continue to be in South Africa for generations to come. In a country still beset with inequality, competition law is a key mechanism to promote the efficiency, adaptability, and development of the economy, and advance the social and economic welfare of South Africans.

How have your degrees helped you in your career?

My LLB gave me a holistic understanding of the legal profession, types of law and the study of law. Understanding the study of law insofar as having basic knowledge



of legal principles and prescripts was key. My LLB journey also afforded me the opportunity to learn from industry leaders and apply my learnings (through, for example, mooting, tutoring and serving in the law clinic).

Practising in the niche field of competition law, I considered it apt to pursue and complete a course in that particular field, as it was not an elective I had taken during my LLB. While practical experience in the practice area is invaluable, the course again aided in further cementing the legal concepts and technicalities plaguing this area of law.

What advice would you give to students?

Take an elective course! If it is a field you are certain you would like to pursue, then having the foundational knowledge would be valuable. If you aren't yet sure of the exact path that your legal career will take, that is completely okay. There is value in not having everything mapped out – flexibility and the ability to adapt are important. You will carve your own path in due course and it may

There is a drive to better understand how sustainability/green law and competition law can interplay, and how an overarching merger control regime for the continent can be adopted/ implemented.

not be the 'traditional' route – there is nothing wrong with that. The wealth of knowledge and experience you will garner along whatever route you travel will contribute to your uniqueness – a very important trait.

Take your time. The corporate working world is challenging – and yes, rewarding – but enjoy university (the good, bad, and everything in between).

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

Competition law is dynamic and has seen much change over the past few years. Because it is intrinsically linked to market economics and

changes, and seeks to achieve economic equality, it has and will continue to evolve. For example, our competition authorities are honing in on the regulation of digital markets, as well as the promotion, protection and growth of SMMEs and firms owned or controlled by historically disadvantaged persons.

Internationally, there is a drive to better understand how sustainability/green law and competition law can interplay, and how an overarching merger control regime for the continent can be adopted/ implemented. These type(s) of priority projects will contribute to the evolution of the industry/practice area for years to come.

SCIENCE



Tamlyn Shaw

Job history

2022–Now

Quality Specialist, Cape Biologix Technologies

2021–2022

Business Development Manager, Cape Biologix Technologies

2018–2020

Director: Scientific Services, Cape Bio Pharms

2017–2018

Science and English Teacher
Ammartpanichnukul High School,
(Thailand)

Academic history

2014

MMed Biochemistry, UCT

2012

BSc Honours in Biochemistry and
Molecular Biology, UCT

2010

BSc Biological and Physical
Sciences, Stellenbosch University

What do you do?

I am a Quality Specialist and co-founder of a UCT spin-off company that produces recombinant proteins using a plant-based expression platform. The proteins we produce, antibodies and antigens, are used as research reagents by life scientists in University laboratories, as well as commercial and diagnostic laboratories.

As head of the Quality Control Team, I am focused on ensuring all proteins we produce are tested to ensure they meet specifications. I also manage our in-process testing to ensure each step of the production process is checked. In addition, we perform stability testing on all proteins produced to determine their stability at different temperatures, times and freezing/thawing conditions. As I am also part of the Quality Assurance Team, I manage our risk assessments conducted on all our processes as part of the risk-based thinking needed to maintain our ISO 13485

certification. I perform lab work, assisting with the analytical testing on our products – this includes ELISAs, Western Blots, NanoDrop, SDS-PAGE Coomassie gels, and Open SPR testing.

The in-process testing includes plant inspections and PCR testing of our GMO-bacteria. Finally, I manage the QC Team, so people management is also a big part of my role.

What has been a highlight of your career so far?

Achieving ISO13485 status was a huge achievement for the team, and one we are really proud of. Another highlight was being part of the team that pitched and secured FIND Grant Funding to allow us to expand our laboratories and team.

What advice would you give to current students?

Learn and find out who you are – what do you enjoy and what are

your natural talents? What gives you energy and inspires you? Then focus on moving towards work that is in alignment with that. If you are a people person, then perhaps the Sales side of science would fulfil you. If you are an introvert, perhaps management is not for you, and you can be a technical whizz. Take the time to know who you are and what makes you tick. Then find what inspires you and your 'why' for what you do – it will give you fuel during the tough times.

How do you see your industry evolving in the future?

The biotech industry in South Africa and in Cape Town, I believe, is starting to flourish. We have many biotech companies growing – including BioVac, OneBio, Synexa, Afrigen, Afriplex and Biotech Africa, to name a few. In addition, a small biotech start-up from Salt River has now been bought out by pharmaceutical giant, Roche!

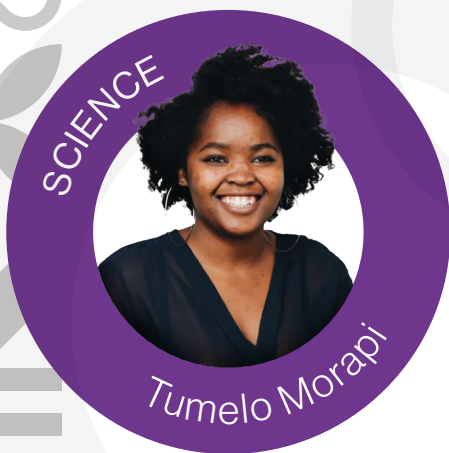
I see the Biotech ecosystem growing and starting to help each other. We are already partnering with local diagnostic test kit manufacturers to make lateral flow devices, as well as local ELISA test kit developers. I see the ecosystem starting to collaborate more and coming together to become stronger. AI and automations are on the rise, as well as big data and high-throughput processes, and scientists are moving more into designing and analysing roles.

For us, the next exciting sphere is protein engineering, where software can be used to design proteins that work even better! The plant-based system may seem new to some people, but it has been around for more than 30 years, and I see it gaining more widespread acceptance and the benefits of it really proving themselves in the next 10 years or so.



Read “**The Infinite Game**” by Simon Sinek and “**Good to Great**” by Jim C. Collins.

AI and automations are on the rise, as well as big data and high-throughput processes, and scientists are moving more into designing and analysing roles.



Job history

2022–Now

Rehabilitation and Land-Use Planning Intern, Digby Wells Environmental

2018

Biological Invasions Intern, South African National Biodiversity Institute

2017

Research Assistant, South African National Biodiversity Institute

2016–2017

Alien and Invasives Monitoring and Reporting Intern, South African National Biodiversity Institute

2013

Environmental and geographical Science Tutor, UCT

Academic history

2015

BSc Honours in Environmental and Resource Studies, University of Limpopo

2013

BSc Environmental and Geographical Sciences, plus Applied Biology, UCT

What do you do?

My current job, in a nutshell, mainly entails the compilation, implementation, monitoring and auditing of post-mining land rehabilitation plans and strategies, assessments, and compilations of alien and invasive species management plans. My job also involves the identification and understanding of best practices and different, cost-effective rehabilitation and AIP management strategies.

What value do your degrees bring to your career?

I was introduced into the discipline of Invasion Biology (studies focusing on alien and invasive species) during coursework in my honours year. I then went to work in research that focused on invasive species in South Africa, working on the first National Status Report on Biological Invasions while I was

at SANBI. I decided to do my MSc, of which my thesis also focuses on new plant invasions in South Africa. And now, I am working in an environment which focuses on rehabilitating land after various land uses, including various mining activities and the implementation of managing alien invasives.

What advice would you give to current students?

University isn't just about school work – you need to be able to make time to have new experiences which may or may not be linked to your actual degree. Don't be afraid to intentionally take time out from studying and experience the cities outside of your school environment. This does so much good for your mental health and academics, compared to sitting around with your face shoved in a textbook or looking at a screen.

Do not be afraid to change majors or courses if it feels like what you

Just remember: we learn and we grow and change throughout our lives, so if your majors do not feel right, change it, and if you can't afford to start over, speak to the careers office.



are doing is not vibing with you. We are expected to know and choose what we want to do with our lives when it comes to education and employment, and while some people know from the get go, others do not immediately know what direction they want to take in life. A good number of people, and friends of mine, have not used their degrees once in their lives since graduation.

Just remember: we learn and we grow and change throughout our lives, so if your majors do not feel right, change it, and if you can't afford to start over, speak to the careers office. There are so many funding opportunities available in various streams that we never know about, because we choose to struggle alone.

Have your extracurricular activities whilst studying helped you in your career?

I took up hiking as an extracurricular activity during my undergrad at UCT, and I was exposed to so many amazing natural environments via Zoobots and my master's – these continuously fed my interest of working in the industry of nature conservation. I managed to develop a lot of my plant identification skills through hiking and camping, as I ran away from the Botany course in second year after hearing that it was pretty hard and I did not want to struggle through it!

I have been using these skills in my work ever since I started working. Experiencing interactions with native,

rare and special plants, medicinal and economically important plants, and alien and invasive plants makes it so much easier to know and understand them, in terms of their ecology and management, than when you are just reading about them in textbooks, papers, or online.

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

I see the industry taking on more rigorous mitigation and adaptation measures to the Climate Change crisis, in terms of policy and implementation strategies, since more and more countries in Africa and Asia are experiencing an increased number of climate catastrophes. Better late than never, I suppose!



Job history

2022–Now

Head of Implementation: Africa
C40 Cities

2020–2022

Senior Professional Officer: Climate
change adaptation [...], ICLEI Africa

2016–2020

Professional Officer: Climate change
adaptation [...], ICLEI Africa

2015

Junior Professional Officer, ICLEI Africa

2014–2015

Major Programme and Project
Assistant, City of Cape Town

Academic history

2013

MSc Climate Change and Sustainable
Development, UCT

2011

BSc Hon Atmospheric Science, UCT

2010

BSc Environmental and Geographical
Science, Ecology and Oceanography,
UCT

What do you do?

As C40's Head of Implementation for Africa, I support all C40 African cities in accelerating the implementation of their most impactful climate actions. I do this by ensuring that any work we support or implement in Africa aligns with these cities' Climate Action Plans (CAPs), and by being the regional lead for all C40 projects or programmes in the Africa region. I provide technical and coordination support, and facilitate cross-learning between C40's African cities and the other C40 cities.

How did you get your job?

After being at my previous company for over eight years, I was ready for a change. I therefore updated my status on LinkedIn to indicate I would be open to being approached for relevant opportunities. A few months later, a recruiter contacted me. They had been

hired by my current employer to do a targeted "head-hunt". As part of the process, I had an interview with the recruiter who, after putting my name on the short-list, submitted my name and CV to my current company. I was then interviewed, which was conducted through two rounds of interviews by different panels. The entire process took three months.

What has been a highlight of your career so far?

Part of my work involves a lot of travel to different African cities. Building relationships across the continent, and visiting different cities and learning about their governance processes and design solutions to the wicked problems they face, have all been extremely rewarding. I have met some amazing and incredibly inspiring people, and supported the implementation of some really great projects (river restoration work,

retrofitting buildings with renewable energy, greening projects, community art projects, composting projects, and more).

What are some of the challenges of your job?

My job challenges me daily. Each African city is unique and comes with a unique context and set of challenges. These can include challenges such as multi-level governance, capacity, finance, politics and development challenges. Cities are complex systems, and so, a huge part of my job is working through wicked problems and implementing tailor-made solutions. A critical challenge across all the cities I work in, however, is access to finance. Funding resources for adaptation in Africa are still very limited.

What advice would you give to students that want to follow in your footsteps?

Working in the climate change space is hard. You yourself have to be resilient to setbacks and challenges, which limit the change and impact you can make. But keep going. There is so much work

that needs to be done in this space. Remember, you are the one driving change, so protecting your emotional and mental well-being is very important. Relationships are everything, so focus on building these. Collaborate. Be humble. Don't be scared to fail. Work from the bottom up. Be kind. Challenge the system. Consistently be open to learn.

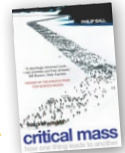
How do you see your industry evolving in the near future, especially in Africa?

I really hope that cities can adequately access climate finance in the future. I hope that we will shift from planning to implementation and see real, tangible, on-the-ground change. I hope more cities (and businesses) will develop climate action plans and that these go somewhere. I hope for improved collaboration between the different spheres of government.



Take a look at C40's resource library.
<https://bit.ly/3UeVjTU>

A lot of what I do is about systems thinking. I recently



enjoyed **"The Critical Mass: How One Thing Leads to Another"** by Philip Ball.



Each African city is unique and comes with a unique context and set of challenges.



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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.



Employer directory



Accenture South Africa

Accenture is a leading global professional services company that helps the world's leading businesses, governments and other organizations build their digital core, optimize their operations, accelerate revenue growth and enhance citizen services — creating tangible value at speed and scale.

Who we are looking for: We're looking for well-rounded talented people with high learning agility and an 65% Grade Average.

How to apply: Applications to our 2024 Graduate Programmes can be found on our careers webpage

Apply at: https://www.accenture.com/za-en/careers/jobsearch?jk=&sb=1&vw=0&is_rj=0&pg=1

Applications closing date: 31/08/2023

SA citizenship required? Yes

Locations: Johannesburg, Waterfall

Job types offered: Technology, Strategy & Consulting, Industry X (Mining, Engineering, Natural Resources), Software Development

Opportunities on offer: Graduate Opportunity, Bursary/ Scholarship

Which countries are you recruiting from?
South Africa

 **accenture**

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.accenture.com>

Allen & Overy

Our ambition at Allen & Overy is to help the world's leading businesses both maximise the opportunities that globalisation presents and meet the potential challenges. As our clients have sought new markets, so have we. We are continuing to invest in a growing network of international offices that covers Europe, Asia Pacific, the Middle East, North America, Central and South America and Africa.

Who we are looking for: BA Law, LLB and BCom law students are welcome to apply. We look for people who are proactive, use initiative and take ownership.

How to apply: Please submit the following documents when making your online application;

Cover letter, CV, Academic transcript, ID Copy, Matric Certificate. All applications are strictly online.

Apply at: <https://www.allenoverly.com/en-gb/global/careers/south-africa/students-and-graduates>

Applications closing date: 31/12/2023

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Articles of Clerkship

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

Which countries are you recruiting from?
South Africa

ALLEN & OVERY

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.allenoverly.com/en-gb/global>

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Let's create something together

Search and Apply at <https://www.accenture.com/za-en>





Alphawave Holdings

Alphawave is an established technology investment group, enabling the best in their field to build successful businesses. The Group has a unique approach to investment, focused on aligning and supporting the right people to find commercial ideas based on their individual field of expertise. Profits and experience are shared from the profitable businesses to grow the incubation and scaling businesses. The Group has a track record of expanding internationally, with over 50% of companies selling abroad.

Who we are looking for: We are looking for vacation workers and future graduates with academic excellence in an STEM-related discipline with majors Engineering and

Computer Science.

How to apply: Please submit your CV, ID, and updated academic transcript to hr@alphawave.co.za

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

Applications closing date: 31/12/2023

SA citizenship required? Yes

Locations: Stellenbosch

Job types offered: Engineering

Opportunities on offer: Graduate Opportunity, Internship, Vac Work

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

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

Apex Fund and Corporate Services SA

Our business is unique in its ability to reach globally, service locally and provide cross-jurisdictional services. With our clients at the heart of everything we do, our hard working team has successfully delivered on an unprecedented growth and transformation journey and we are now represented by 12,000 employees across over 50 offices worldwide. Our single-source solution enables us to deliver an extensive range of services across the full value chain, to asset managers, capital markets, corporates and family offices.

Who we are looking for: We are looking for graduates with strong academics with majors like Finance, Economic, Law, Science or Accounting.

Strong ability to work with numbers, manage time appropriately and work under pressure.

How to apply: Please have a look at our page for open vacancies

Apply at: <https://www.apexgroup.com/careers/job-listing/>

Applications closing date: 18/12/2023

SA citizenship required? Yes

Locations: Cape Town, Johannesburg

Job types offered: Financial Services

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

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.apex-group.com/>



Aspect Advisory

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

Who we are looking for: Graduates with strong academics in business-related disciplines with majors in Finance, Economics or Engineering. Strong analytical and numeracy skills as well as innovative thinking are core qualities required.

How to apply: Please send your application including a cover letter, your CV and full academic transcripts (including secondary education transcripts) to careers@aspectadvisory.eu

Apply at: <https://www.aspectadvisory.eu/careers/>

Applications closing date: 31/08/2023

SA citizenship required? No

Locations: Cape Town, Johannesburg

Job types offered: Consultant

Opportunities on offer: Full Time Offer

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.aspectadvisory.eu>

Auditor General South Africa

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

Who we are looking for: PGDA and BCom Accounting students

How to apply: Please complete the quick online form to apply, Link provided and we will send you further steps: <https://bit.ly/40cY6z8>

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

Applications closing date: 30/11/2023

SA citizenship required? Yes

Locations: Nationally

Job types offered: SAICA trainee articles

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

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

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

SAICA accredited Trainee Auditor Programme 2024



Who can apply?

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

What are the selection criteria?

Candidate should, preferably, be completing a Saica-accredited qualification. These candidates will also go through a selection process intended to choose the most suitable candidates for the AGSA.

How do I apply?

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



Auditor General of South Africa



www.agsa.co.za



@AuditorGen_SA



Auditor-General of South Africa



Bacardi Limited

The largest privately held international spirits company in the world. We believe our purpose is to spark real-life rituals to bring people together for key moments in celebration, conversation and contemplation! We put the consumer and their experiences at the heart of our aspiration for the future.

Who we are looking for: At Bacardi, we share the passion and entrepreneurial flair of our founders and are guided by our culture pillars of Fearless, Family and Founders. They inspire us to be the best we can be and make life at Bacardi #MoreThanWork.

How to apply: Please submit CV and motivation letter via careers portal

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

Applications closing date: 8/12/2023

SA citizenship required? No

Locations: Cape Town, Johannesburg

Job types offered: Graduate, Sales, Marketing, Insights

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.bacardi.com>

Baker McKenzie

For more than 30 years, Baker McKenzie has been helping clients seize opportunities in South Africa and across the continent. Our Johannesburg-based team, an integrated part of our international Africa Practice, has worked on significant projects in more than 40 countries. We advise domestic and multinational companies, project sponsors, banks and other financial institutions on a wide range of legal issues, including banking & finance, project finance, M&A, capital markets, employment, dispute resolution, private equity, regulation and anti-trust and competition.

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

We are currently recruiting candidate attorneys for our 2025 intake.

Apply at: www.bakermckenzie.com/en/careers

Applications closing date: 30/11/2023

SA citizenship required? No

Locations: Johannesburg

Job types offered: Practical Vocational Training (previously known as Articles of Clerkship) for Candidate Attorneys seeking to qualify as Attorneys of the High Court of South Africa

Opportunities on offer: Graduate Opportunity, Vac Work

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.bakermckenzie.com/>



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

Who we are looking for: Any qualification. We are looking for candidates with Analytical Skills

How to apply: Submit your application by selecting Johannesburg as your 1st office.

Upload a 2-page CV, 1-page cover letter, all your university transcripts and matric certificate (or equivalent).

Apply at: <https://careers.bcg.com/locations/south-africa>

Applications closing date: 30/11/2023

SA citizenship required? No

Locations: Johannesburg

Job types offered: Business Analyst

Opportunities on offer: Full Time Offer, Internship

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.bcg.com/>

BDO South Africa Incorporated

With more than 1900 people providing clarity in audit, tax, advisory, and business outsourcing to all companies across numerous industries from nine offices in South Africa and 95 414 people in 164 countries around the globe – BDO is clearly the only choice. Our 139 Partners and Directors, with their teams, serve more than 49 JSE-listed domestic and over 150 international clients.

Who we are looking for: We are looking for candidates who show keen technical ability and have a passion for growth and development. Should have completed at a minimum their Undergraduate degree with the completion of Honours/CTA/PGDA being preferred.

How to apply: On the careers portal. Upload

copies of updated CV, ID Document, Academic records (Matric certificate, transcripts, etc.)

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

Applications closing date: 31/12/2023

SA citizenship required? Yes

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

Job types offered: SAICA Articles, SAIPA Articles, SAIT Articles, Data Analysts, IT Audit

Opportunities on offer: Graduate Opportunity, Vac Work

Which countries are you recruiting from? South Africa



AUDIT • ADVISORY • TAX

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

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



Blenheim Chalcot

Founded in 1998, we are world leading venture builders, not venture capitalists. We build tech businesses that disrupt and transform sectors. We invest more than just funds; we invest our knowledge and experience, our ideas and our infrastructure. Working alongside entrepreneurs and co-founders, we support our ventures from start-up to scale to exit, giving them access to the global networks and business development services they need to grow. Our global footprint includes offices in London, Tampa, Mumbai, and Cape Town.

Who we are looking for: Curiosity, Flexible Mindset, A passion for technology and disruption, Ability to be a self-starter

How to apply: Please visit our careers page and follow the steps to apply and submit your CV.

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

Applications closing date: 31/12/2023

SA citizenship required? No

Locations: Cape Town, London, Mumbai, Tampa

Job types offered: Finance, HR, Marketing, Law, Properties and Services, IT, Administration, Education

Opportunities on offer: Graduate Opportunity, Full Time Offer

Which countries are you recruiting from? South Africa



Blenheim Chalcot

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.blenheim-chalcot.com>

BMW Group South Africa

The special fascination of the BMW Group not only lies in its products and technology, but also in the company's history, written by inventors, pioneers and brilliant designers. Today, the BMW Group, with more than 30 production and assembly facilities as well as a global sales network, is the world's leading manufacturer of premium automobiles and motorcycles, and provider of premium financial and mobility services.

Who we are looking for: We are looking for high performing graduates with a degree or higher in Engineering, Commerce, IT and Law. The graduate must demonstrate an ability to adapt

to an agile working environment and must be passionate about the brand and the industry.

How to apply: To apply, visit our careers portal.

Apply at: <https://www.bmwgroup.jobs/en.html>

Applications closing date: 31/03/2024

SA citizenship required? No

Locations: Midrand, Pretoria

Job types offered: Commerce, Law, IT, Engineering

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

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

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



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What must I do?

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- 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".

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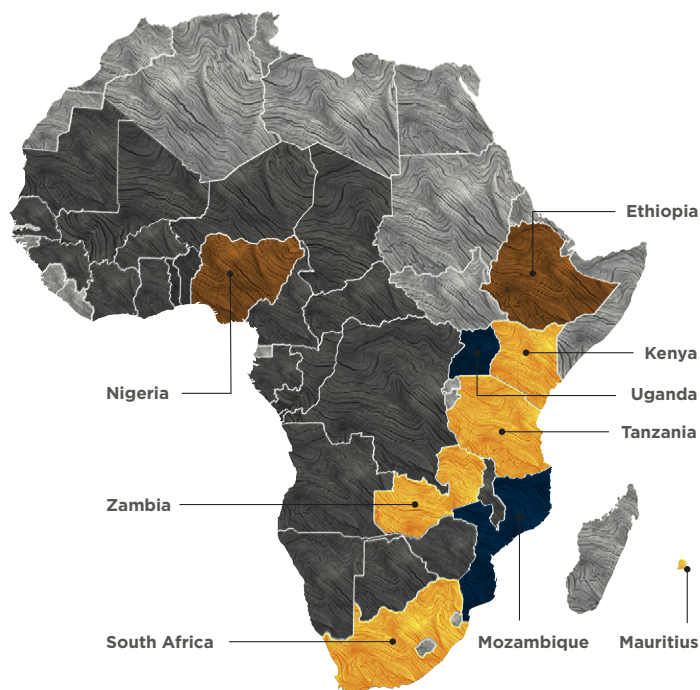
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Bowmans

We help our clients manage legal complexity and unlock opportunity in Africa. We have an enviable track record of providing legal services to the highest professional standards in Africa. We work for clients across numerous African jurisdictions on corporate, finance, competition, taxation, employment, technology and dispute resolution matters.

Who we are looking for: LLB, Bcom Law and BA law students

How to apply: Apply on our careers website

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

Applications closing date: 31/12/2023

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Legal Sector

Opportunities on offer: Graduate Opportunity, Vac Work

Which countries are you recruiting from?
South Africa



BOWMANS
THE VALUE OF KNOWING

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.bowmanslaw.com/>

Chadwicks Risk and Insurance Brokers



Chadwicks is a Non Life Insurance Broker. We offer advisory services for the insurance of business and personal assets, including legal liabilities. We act as brokers for a variety of industries and professions including Construction, Marine, Property, Manufacturing, Financial Services, Lawyers, Travel and Hospitality & Leisure. What sets us apart is our approach to insurance. We do INSURANCE Fast, Friendly & Simple

Who we are looking for: Calling all graduates who have or are studying towards a financial degree. We need critical thinkers, who are self driven and who have a passion to help people. If you energetic, positive and an extrovert, a career in risk and insurance is your ideal profession

How to apply: Please email your CV to: applications@chadwicks.co.za if you think you have got what it takes to support us in our mission to consistently deliver INSURANCE Fast, Friendly & Simple

Apply at: <https://chadwicks.co.za/information/careers/>

Applications closing date: 31/12/2023

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Insurance Broker Internship

Opportunities on offer: Full Time Offer, Internship

Which countries are you recruiting from?
South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

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



Cipla Medpro Pharmaceutica

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: Demonstrate adaptability and flexibility Work productively and efficiently; Enjoy being challenged and working under pressure within a team and independently;

How to apply: Provide a certified copy of ID document, matric certificate and academic qualifications. A one-page Resume, Latest academic record or transcripts.

Apply at: <https://www.cipla.co.za/careers/graduate-program>

Applications closing date: 31/12/2023

SA citizenship required? Yes

Locations: Cape Town, Durban, Johannesburg

Job types offered: HR, Commercial, Regulatory Affairs, Quality Assurance, Supply chain Management, Project Management, Finance, Engineering, Digital, Environmental Science, Creative

Opportunities on offer: Graduate Opportunity, Bursary/ Scholarship

Which countries are you recruiting from? South Africa



Caring For Life

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

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

Citi

Citi's mission is to serve as a trusted partner to our clients by responsibly providing financial services that enable growth and economic progress. Our core activities are safeguarding assets, lending money, making payments and accessing the capital markets on behalf of our clients. We have 200 years of experience helping our clients meet the world's toughest challenges and embrace its greatest opportunities.

Who we are looking for: Dedication to learning and a true passion for the business are vital. We are hiring professionals who have a global perspective on the future of banking, and want to make an impact on the corporate level.

How to apply: Submit your CV, full academic

transcripts and cover letter. Our campus team will review all applications and be in touch.

Apply at: <https://jobs.citi.com/programfinder>

Applications closing date: 30/09/2023

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Investment banking, corporate banking, corporate finance, finance, operation & technology, HR, recruitment, public affairs, banking, risk, internal audit

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

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.citigroup.com/global>

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Cliffe Dekker Hofmeyr

At Cliffe Dekker Hofmeyr (CDH) we believe the right partnership can lead to great things. The partnerships we cherish and value most are those we have forged through time and experience with our clients and, of course, our people. We are a full-service law firm - one of the largest business law firms in Africa, with more than 350 lawyers and a track record spanning over 163 years.

Who we are looking for: We look for, a well-rounded candidate, a positive attitude and enthusiasm, academic excellence, ability to engage in conversation, maturity, ability to work in a team and commercial awareness.

How to apply: Your applications should include: Cover letter (clearly defining which position you are applying for), Curriculum vitae, Full University transcript (to date), Grade 12 (matric) results, Copy of Identification document.

Apply at: <https://www.apply4law.africa/>

Applications closing date: 31/03/2023

SA citizenship required? Yes

Locations: Cape Town, Johannesburg

Job types offered: Legal

Opportunities on offer: Vac Work

Which countries are you recruiting from?
South Africa



INCORPORATING
KIETI LAW LLP, KENYA

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.cliffedekkerhofmeyr.com/>

Clyde & Co

Clyde & Co is a global law firm providing a complete service to clients in its core sectors of insurance, transport, energy, infrastructure and trade & commodities. We are one of the largest international law firms operating in South Africa. Our Johannesburg lawyers advise domestic and international clients including insurers, reinsurers, banks, brokers and underwriting managers, across all lines of insurance and reinsurance business. Our Cape Town team advises on all lines of insurance and reinsurance, including aviation, construction and engineering, financial institutions and D&O, personal injury product liability and more.

Who we are looking for: Talented, ambitious

individuals. If you're a law graduate with strong academic skills and want to develop and receive the best training in your legal career journey, join us.

How to apply: Please submit your CV and supporting documents.

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

Applications closing date: 30/09/2023

SA citizenship required? Yes

Locations: Cape Town, Johannesburg

Job types offered: Candidate Attorney

Opportunities on offer: Graduate Opportunity, Vac Work

Which countries are you recruiting from?
South Africa

CLYDE&Co

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.clydeco.com/en>



Cognia Law

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

Who we are looking for: We look for graduates

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

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

Applications closing date: 31/12/2023

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Legal

Opportunities on offer: Graduate Opportunity, Full Time Offer

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.cognialaw.com/>

culminIT

CulminIT is a young and dynamic company that has been successfully operating for over 5 years. We mainly operate in Cape Town. We provide solutions to clients with business, administrative, operational and financial problems. We always strive to deliver quality solutions and service and believe in delivering value to our clients. Our approach is to be subject experts in the areas where we offer solutions. We don't just offer a service, we offer a solution. All employees work remotely, with occasional team meetings in person once every 3 weeks.

Who we are looking for: Computer Science or Information Systems 3 (third year) as part of Bachelor's Degree. Above average results

(guideline 65% average at university and A or B for Mathematics HG in Matric). No failed subjects

How to apply: Email CV, Matric Certificate and all Academic Transcripts to careers@culminit.co.za with subject: UCT Graduate Recruitment 2023

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

Applications closing date: 30/09/2023

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Software Engineer

Opportunities on offer: Graduate Opportunity, Full Time Offer

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.culminit.com>



De Klerk & Van Gend Incorporated

Founded in 1921, De Klerk & Van Gend Inc. is a well-established firm with over a century's worth of legal expertise. Its partners pledged to build the firm on an unwavering reputation for honesty, integrity and ethical service. Today these principles remain firmly entrenched and we continue to hold a dynamic position within the legal profession, with a reliable reputation among clients and colleagues.

Who we are looking for: We are looking for students who have obtained an LLB. Academic results are important, but well-rounded individuals who are passionate, hardworking go-getters will rise to the top of our list.

How to apply: Kindly complete our online

application form. Submit the following supporting documents: Copy of your Identity document, Copy of your latest academic transcripts; and a copy of your CV

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

Applications closing date: 31/05/2023

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Candidate Attorney

Opportunities on offer: Graduate Opportunity, Vac Work

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

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

Deloitte

Deloitte is a leading global provider of audit and assurance, consulting, financial advisory, risk advisory, tax and related services. Our global network of member firms and related entities in more than 150 countries and territories (collectively, the "Deloitte organization") serves four out of five Fortune Global 500® companies. Learn how Deloitte's approximately 312,000 people make an impact that matters.

Who we are looking for: We are looking for candidates with strong academics in business-related disciplines with majors in Accounting, Finance, Engineering, Computer Sciences, Information Systems etc

How to apply: Apply on our careers website

Apply at: <https://www2.deloitte.com/za/en/pages/careers/articles/graduate-programmes.html>

Applications closing date: 31/12/2023

SA citizenship required? Yes

Locations: Cape Town, Durban, Johannesburg

Job types offered: Finance, Engineering all streams, Accounting, IT

Opportunities on offer: Graduate Opportunity, Vac Work

Which countries are you recruiting from?
South Africa

Deloitte.

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www2.deloitte.com/za/en.html>



Delta Partners (An FTI Consulting Group Company)



We are the leading Strategy Consulting practice specialized in the Telecoms, Media and Tech (TMT) industry. Our multi-disciplinary team bring together strategic, technical, financial and operational advice combined with execution support to our clients globally

Who we are looking for: Business Analyst & Interns possess strong problem solving, quantitative and modelling skills, are knowledgeable and passionate about the TMT industry and are true team players.

Apply at: <https://deltapartnersgroup.com/students-and-graduates/>

Applications closing date: 31/12/2023

SA citizenship required? No

Locations: Dubai, Johannesburg

Job types offered: Business Analyst and Business Analyst Intern

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

Which countries are you recruiting from? South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://deltapartners-group.com/>

Electrum Payments



Electrum is an exciting B2B tech company working with some of South Africa's biggest household names. We love that the projects we work on touch the lives of millions of South Africans every day, making a real difference – whether that's giving an aspiring businesswoman access to banking for the first time, or distributing government financial aid to thousands of students. We hire the best of the best and we offer great opportunities for both personal growth and career progression.

Who we are looking for: We are looking for candidates with any degree really and have analytical skills, the ability to work in high stake complex environments, strong with Java and

able to write code that balances elegance, maintainability, efficiency and quality.

How to apply: You can apply on our careers page.

Apply at: <https://www.electrum.co.za/careers#positions>

Applications closing date: 30/11/2023

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Computer Science, IT, Software Development

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

Which countries are you recruiting from? South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

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

ENSafrica

With over 600 specialist practitioners, ENSafrica is Africa's largest law firm and has the capacity to deliver on business requirements across all major industries and the African continent. We are devoted to providing top-quality legal, tax and forensics services to our clients, offering innovative and creative solutions tailored specifically to individual client needs. We maintain our reputation by constantly re-inventing ourselves and challenging employees to create inspired solutions which mirror the changing political, social, economic and environmental landscape.

Who we are looking for: Law students with a strong academic background and an interest

in Commercial law. Attention to detail, resilience, excellent communication skills, results-orientated

How to apply: Apply online and attach your Cover letter, CV, matric certificate, ID and academic transcript

Apply at: <https://www.ensafrica.com/trainees>

Applications closing date: 31/12/2023

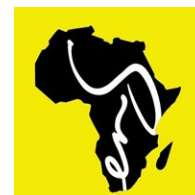
SA citizenship required? Yes

Locations: Cape Town, Durban, Johannesburg

Job types offered: Vacation Programme, Articles of Clerkship

Opportunities on offer: Vac Work

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.ensafrica.com/>

Entelect Software

ARE YOU PREPARED TO BECOME MORE? Like the naïve teenager who becomes the saviour of an entire galaxy, you too have the potential for greatness when you work with us at Entelect. Should you choose to start your journey with us, you are not only joining a leading software engineering company, but you are also 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: We are looking for students within the BSc, BCom, BIS or BEng in Computer, Software, Information or Electronic

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

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

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

Applications closing date: 1/11/2023

SA citizenship required? Yes

Locations: Cape Town, Johannesburg

Job types offered: Information Technology

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

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



Eversheds Sutherland SA

Eversheds Sutherland in South Africa is part of Eversheds Sutherland International, which provides legal advice of the highest quality from 74 offices across Africa, Asia, Europe, the Middle East and the United States. Through our international operations we have the ability to provide clients with the benefit of substantial global reach combined with local knowledge and experience. We are a modern law firm that provides world class services based on traditional professional values.

Who we are looking for: Candidates who are able to work well under pressure and “think on their feet”; are able to use their initiative and be proactive; have technical skills in the field of law

EY

Through our four integrated service lines — Assurance, Consulting, Strategy and Transactions, and Tax — and our deep sector knowledge, we help our clients to capitalize on new opportunities and assess and manage risk to deliver responsible growth. Our nearly 350,000 people and one million alumni form a powerful network. With a presence in more than 150 countries, we’re one of the world’s leading professional services organizations.

Who we are looking for: We develop outstanding leaders who team to deliver on our promises to all our stakeholders. We are looking for Business Science in Accounting and BCom CA stream students

and who are able to assimilate information quickly and apply.

How to apply: All applications should be sent to: careers@eversheds-sutherland.co.za and include: Cover letter, CV, Matric Certificate, Full Academic Transcript, ID

Applications closing date: 31/12/2023

SA citizenship required? Yes

Locations: Durban, Johannesburg

Job types offered: Vacation Programme and Articles of Clerkship

Opportunities on offer: Full Time Offer, Vac Work

Which countries are you recruiting from? South Africa

EVERSHEDS
SUTHERLAND

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.eversheds-sutherland.co.za>



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

How to apply: To join any of our graduate programmes please submit your application online

Apply at: https://eyglobal.yello.co/job_boards/c1riT--B2O-KySgYWsZO1Q?locale=en

Applications closing date: 31/12/2023

SA citizenship required? Yes

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

Job types offered: Finance

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

Which countries are you recruiting from? South Africa

Website:

<https://www.ey.com>



FNB

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

Who we are looking for: We hire extraordinary people in the fields of IT, Engineering, Actuarial Science, Mathematics and Statistics

How to apply: Register your profile on the

careers site and submit your CV and full academic transcript

Apply at: www.fnbgrad.mobi

Applications closing date: 20/08/2023

SA citizenship required? Yes

Locations: Cape Town, Durban, Johannesburg

Job types offered: IT, Data, Quants, Engineering

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

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

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

FNZ Holdings

FNZ is a financial services company that provides investment platforms to major financial institutions. FNZ serves financial institutions in 15 international markets across Europe, Asia Pacific, South Africa and North America.

Who we are looking for: BSc Computer Science, BEng Software Development, BBusSci or BCom with specialisation in Accounting, Finance, Risk Management or Project Management; We look for focused and curious people who are adaptable, flexible and can work in an innovative environment.

How to apply: Please submit your cv to sue.mclaggan@fnz.com and rowenta.cader@fnz.com.

com. Full transcript required together with copies of ID and matric certificate.

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

Applications closing date: 31/12/2023

SA citizenship required? Yes

Locations: Cape Town, Johannesburg

Job types offered: Software development and testing, Project Management, Risk Management and Finance in FinTech Sector

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

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.fnz.com/>



Grow⁴Change

The opportunity to learn, the power to change.

It's what makes you special, it's your ability to break rules, shift paradigms and shatter expectations. It's your understanding of the world around you, what it is made of, and how it can be taken apart and put back together again. What makes it changeable. It's your power to challenge, change and disrupt. Join FNB's Grad Programme and find out how you can change the way we think, innovate and bank.

One simple change makes a big difference.
Bank of #TheChangeables.

Apply to the FNB Graduate Programme

Applications are open from 01 March – 20 August 2023

 www.fnbgrad.mobi



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WORK WITH **PURPOSE** AND **UNLOCK VALUE** IN

- The Digital Economy
- Competition and Regulatory Economics
- Climate Finance Economics
- Financial Services Strategy
- Health
- Human Development
- Monitoring, Evaluation and Learning
- Shared Value and Impact





Genesis Analytics is a fast-growing economics and development consultancy.

Our purpose is to unlock value in Africa. We have worked in more than 96 countries, and we continue to expand as we work on some of the most important challenges in the world.

We have expertise in behavioural sciences; competition economics and regulation; climate finance; the digital economy and governance; economic impact assessment; education; financial services strategy; human development; monitoring, evaluation and learning; public health and financing; shared value and corporate impact; and youth employment opportunities. Some of our best work has been through combining our complementary areas of expertise to find fresh solutions.

Our style of working is professional and distinctive. We work collaboratively and with rigour. We nurture in our staff the courage to speak truth to power. We aim to leave the individuals and institutions with whom we work stronger and more confident than they were before meeting us.

There is extensive opportunity for you to grow and learn from the day you join.
We offer **internships, employment, and bursary opportunities.**



| Visit our website to learn more

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



G:ENESIS
25 YEARS OF UNLOCKING VALUE



Genesis Analytics

Genesis Analytics is a global African firm that has worked in more than 95 countries across the world. Our roots are firmly in Africa, having worked in 43 countries on the continent. Our purpose as a firm is to unlock value through seeking solutions with our clients. The foundation of our distinctive delivery is our mastery of technical skills, deep knowledge of sectors, and understanding of how decisions are made.

Who we are looking for: We look for people who are young and dynamic and that look to pursue meaningful work. Qualifications that we would consider include but are not limited to postgraduate degrees in Economics and related sub-disciplines, Public Health (Epidemiology)

How to apply: Submit a letter motivating your candidature, CV, academic transcripts and a writing sample in which you are the sole author

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

Applications closing date: 30/05/2023

SA citizenship required? No

Locations: Abuja, Cape Town, Johannesburg, London, Nairobi

Job types offered: Consulting

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

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.genesis-analytics.com/>

Herbert Smith Freehills South Africa LLP



HERBERT
SMITH
FREEHILLS

Herbert Smith Freehills South Africa is located in the heart of Johannesburg & with over 5,000 staff worldwide, HSF is one of the largest, fully-integrated law firms globally. We advise some of the largest organisations across Africa, Asia, Australia, Europe, Middle East & US and our reputation for providing outstanding legal expertise is thoroughly deserved, including being globally pre-eminent in dispute resolution and an international leader in corporate and finance. We can offer you the international opportunities that only a leading global practice can.

Who we are looking for: HSF prides itself on excellence and looks for more than just technical ability. Creative, self-driven and dynamic SA law

graduates, who are eager to learn, have excellent academic credentials and strong analytical & great people skills would excel at HSF.

Apply at: <https://careers.herbertsmithfreehills.com/za/grads/>

Applications closing date: 31/05/2023

SA citizenship required? No

Locations: Johannesburg, Rosebank

Job types offered: Candidate Legal Practitioner, (articles of clerkship); Legal Analyst in our International Legal Development Programme

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from? South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.hsf.com>



Herold Gie Attorneys



Founded in 1894 in the heart of Cape Town, Herold Gie is a leading full-service law firm operating from three branches conveniently situated in Cape Town, Bellville and Kenilworth. As one of South Africa's oldest and most established law firms, our continued success is distinguished by an ability to draw on a broad base of skills and expertise in order to deliver exceptional legal services to our clients.

Who we are looking for: Students studying towards a LLB degree. Dedication and a passion for law.

How to apply: Applications can be emailed

to training@heroldgie.co.za. Application Requirements: Motivational letter, CV, Official academic transcripts, Matric certificate, ID, 2 contactable references

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

Applications closing date: 31/03/2023

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Candidate Legal attorneys

Opportunities on offer: Vac Work

Which countries are you recruiting from?
South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.heroldgie.com>

Hogan Lovells

Hogan Lovells is one of the world's top 10 legal practices with over 2700 lawyers across more than 48 offices in Africa, Asia, Australia, Europe, Latin America, the Middle East and North America. Our South African office in Johannesburg has a total staff complement of around 250, with more than 100 legal professionals who are regarded as high-calibre sector practitioners, acting both locally and globally. We are perfectly positioned to offer candidate attorneys a varied and interesting work experience in preparation for a successful legal career.

Who we are looking for: South African law graduates who are fast paced, comfortable with the high performance environment, adaptable

and have a dynamic teachable attitude.

How to apply: Include: Cover/motivation letter, CV (in 1 document), academic record (with average of 65% or higher), ID or Driver's Licence, Matric Results. Applicants must be South African citizens

Apply at: <https://www.hoganlovells.com/en/global-careers/careers-in-south-africa>

Applications closing date: 30/05/2023

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Legal

Opportunities on offer: Graduate Opportunity, Full Time Offer

Which countries are you recruiting from?
South Africa

Hogan Lovells

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.hoganlovells.com>



impact.com

impact.com is the global leader in Partnership Automation, working with innovative brands like Ticketmaster, Levi's, Microsoft, Airbnb, and Uber to help them manage their online affiliate, influencer, brand to brand, and content partnerships. The Impact Partnership Cloud covers the full life partnership lifecycle including onboarding, tracking ads and paying partners, recruiting for new partners, data and marketing intelligence, and protection from fraud. Founded in 2008, Impact has grown to over 1000 employees and over ten offices across Europe, the United States, Africa, and Asia so there is plenty of opportunity for growth and advancement.

Investec

Investec partners with private, institutional, and corporate clients, offering international banking, investment, and wealth management services in two principal markets, South Africa and the UK, as well as certain other countries. The group was established in 1974 and currently has approximately 8 500+ employees. Investec has a dual listed company structure with listings on the London and Johannesburg Stock Exchanges.

Who we are looking for: Investec seeks out dynamic, energetic candidates driven by tenacity, integrity and Out of the Ordinary thinking. We look for graduates with strong academic and analytical skills, with a keen interest in the financial sector as well as technology.

Who we are looking for: Bachelor's degree in Computer Science or Information Technology and Strong Java skills.

Apply at: www.impact.com/careers

Applications closing date: 31/12/2023

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Software Engineering

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

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.impact.com>



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.investec.com/>



IQbusiness

IQbusiness, previously The IQ Business Group, was founded in South Africa in 1998, by a group of individuals from the world's top consulting firms. They believed that there was a better, faster and more cost effective way to deliver service excellence and accelerated results. Today, IQbusiness is the largest South African management and technology consulting firm, attracting top talent and ambitious clients, both locally and globally. IQbusiness is the go-to firm for African businesses looking to thrive on the continent in today's hyper-speed digital environment.

Who we are looking for: We are looking for

graduates who have an BCom, BSc, BA, BEng and in some instance a Diploma.

How to apply: Apply via our careers website

Apply at: <https://iqbusiness.net/graduate/>

Applications closing date: 31/08/2023

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Management Consulting

Opportunities on offer: Graduate Opportunity, Full Time Offer

Which countries are you recruiting from? South Africa

IQbusiness
insights | consulting | contracting

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.iqbusiness.net/>

KPMG

KPMG is a global network of professional firms providing Audit, Tax and Advisory services. We have 227,000 outstanding professionals working together to deliver value in 146 countries and territories. Emberr firms' clients include business corporations, governments and public sector agencies and not-for-profit organisations.

Who we are looking for qualifications in:

BCom (CA Stream), Bachelor of Business Science specialising in Accounting, Hons IT Audit, BSc Computer Science, Information Technology, BCom Information Systems, Honours In Taxation

How to apply: Submit Proof of South African citizenship (Certified copy of ID), Full academic history, Matric results, Updated CV

Apply at: https://kpmgza.taleo.net/careersection/kpmg_graduate/jobsearch.ftl?lang=en&portal=10205020166

Applications closing date: 31/12/2023

SA citizenship required? Yes

Locations: Cape Town, Durban, Gqeberha, Johannesburg

Job types offered: Auditing, IT Consulting, Internal Audit, Financial Risk Management, Tax Consulting, Digital Consulting, ESG

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

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.kpmg.com/za>



Lawtons Africa

We pride ourselves on being a diverse team who works with our clients to form trust-based and long-lasting relationships. We are a highly qualified and professional team, backed by considerable resources, to create solutions for African business

Who we are looking for: We are looking for currently registered as 3rd of final year LLB student. Well rounded student with strong academic records with 65% overall average. Have exceptional written and verbal communication skills. Good business acumen.

How to apply: Please submit the following to

graduaterecruitment@lawtonsafrica.com CV, Motivational Letter, Matric Certificate, Latest academic transcript, Clear ID copy

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

Applications closing date: 30/04/2023

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Candidate Attorney, Associate

Opportunities on offer: Vac Work

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.lawtonsafrica.com>

MacRobert Attorneys

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.

Who we are looking for: Although academic results will get us interested, this is not all that we are looking for. We are looking for the EISH factor: energetic, intelligent and self-motivated individuals who are hardworking. LLB, BCOM

Law, BA Law

How to apply: Candidates should please submit their detailed CV, certified copies of full academic records and matric certificate as well as a certified colour copy of ID document on our MacRobert Recruitment Portal, in order to be considered for articles for 2023

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

Applications closing date: 20/05/2023

SA citizenship required? Yes

Locations: Cape Town, Durban, Pretoria

Job types offered: Articles

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

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



Mazars

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: 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.

How to apply: You will be required to upload

your CV, copy of ID and academic transcript.

Apply at: <https://mazars.graduate.erecruit.co/candidateapp/jobs/browse/?Source=Mazars%20Corporate>

Applications closing date: 31/12/2023

SA citizenship required? Yes

Locations: Bloemfontein, Cape Town, Durban, Gauteng, George, Gqeberha, Plettenberg Bay

Job types offered: Accounting - SAICA training contracts

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

Which countries are you recruiting from?
South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

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

McKinsey & Company

McKinsey & Company is a global management consulting firm with six offices across Africa – Johannesburg, Lagos, Luanda, Casablanca, Nairobi, Addis Ababa. Our Johannesburg office was established in 1995 and has ~80 Consultants working across the whole continent. We have conducted over 1800 engagements in South Africa and have 10 nationalities represented among our Johannesburg office colleagues.

Who we are looking for: We welcome applicants from various academic backgrounds interested in pursuing an exciting career in consulting and passionate about working in Africa both undergraduate (3rd/4th years) and post-graduates are encouraged to apply

How to apply: Please submit your updated 1-2 page CV and Transcripts - Ensure that you have added all your leadership and personal achievements

Apply at: <https://www.mckinsey.com/careers/search-jobs?cities=Johannesburg>

Applications closing date: 29/09/2023

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Consulting

Opportunities on offer: Graduate Opportunity, Full Time Offer

Which countries are you recruiting from?
South Africa

McKinsey & Company

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.mckinsey.com/za/>

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Starting your career in audit is the path to develop critical business and interpersonal skills. At Mazars, you progress rapidly by taking on fast-growing responsibilities. With us, whatever your next step, you'll be ready.

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THE MIP INTERNSHIP

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Three Month Paid Internship



No Specific Degree Required



15-25 Interns
Accepted Per Quarter

Solve the puzzle in the link
below to start your application!

www.mip.co.za/internship



MGI Bass Gordon

We are an entrepreneurial professional services firm in the heart of Cape Town. We are focused on meeting the needs of our clients with one consolidated team of advisors and providing close, personal service through active involvement. We make it our business to understand our clients' business and the opportunities and challenges before them.

Who we are looking for: We are looking for BCom Financial Accounting/PDGA students. Specifically for someone with true determination to qualify as CA(SA), and who embraces our values (client-centric, positive attitude, trust, and service excellence).

MIP Holdings

We are more than just an IT company. Technology and innovation go hand-in-hand, and we help financial services providers stay ahead of today's business requirements. The world's only software company to deliver solutions across the entire financial services industry, we provide diversified systems to accommodate the specialised administration needs of medical aids, employee benefits, life insurance, treasury, lending, collective investments, wealth management and short-term maintenance and warranty.

Who we are looking for: Bright, dynamic graduates. We have a paid internship for those candidates who are interested in commencing a

How to apply: Please apply on our company website under the careers section. Alternatively, you can send a copy of your ID, CV, Academic transcripts and matric certificate to joinmgi@bassgordon.co.za

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

Applications closing date: 31/12/2023

SA citizenship required? Yes

Locations: Cape Town

Job types offered: SAICA Audit Traineeship

Opportunities on offer: Graduate Opportunity, Internship

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

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

career with MIP in Software Engineering.

How to apply: Complete the puzzle at the following URL, which leads to an online game to play. We look forward to seeing how you do!

Apply at: <https://webserver.mip.co.za/internship>

Applications closing date: 31/12/2023

SA citizenship required? Yes

Locations: Cape Town, Johannesburg

Job types offered: We offer Software Engineering jobs in the financial sector.

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

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://webserver.mip.co.za/>



Monocle Solutions

Monocle is an independent management consulting firm specialising in banking and insurance. Through our bespoke consultancy service, we work with leading banks and insurers to transform the way these institutions do business by implementing innovative and results-driven solutions. Monocle consultants are highly sought after in the industry for the delivery of mission critical projects, as our versatile knowledge allows us to provide a unique service to our clients.

Who we are looking for: Honours or Masters degree in Business Science, Finance, Economics, Mathematics, Statistics, Risk Management, Accounting, Engineering,

Information Technology, Computer Science and other relevant areas

Apply at: <https://www.monoclesolutions.com/en-za/privacy-policy/careers/analyst-graduate-programme>

Applications closing date: 31/08/2023

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Graduate Analyst (Management Consultant)

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

Which countries are you recruiting from? South Africa

MONOCLE

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://monoclesolutions.com>

Moore South Africa

Moore is a global Auditing, Accounting and Advisory family with the aim to help you thrive in a changing world. We value our staff and invest in the future of our graduates. 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: Candidates who are completing/completed SAICA or SAIPA accredited degrees and who are fast paced, optimistic, energetic, driven, assertive, well presented and eager to kickstart their careers.

How to apply: Submit a copy of CV, ID and full academic transcript.

Apply at: <https://www.moore-southafrica.com/careers/graduate>

Applications closing date: 31/12/2023

SA citizenship required? Yes

Locations: Benoni, Cape Town, Durban, East London, George, Humansdorp, Johannesburg, North West, Pietermaritzburg, Port Elizabeth, Pretoria, Stellenbosch

Job types offered: SAICA, SAIPA, CIMA

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

Where are you recruiting from? South Africa

MOORE

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.moore-southafrica.com/>



Nedbank Limited

Nedbank Limited is the fourth largest banking group measured by assets, with a strong deposit franchise and the second largest retail deposit base. The group provides a wide range of wholesale and retail banking services and a growing insurance, asset management and wealth management offering through eight main business clusters namely, Nedbank Capital, Nedbank Corporate, Nedbank Business Banking, Retail, Risk, Quants, IT and Wealth.

Who we are looking for: Honours/PGDA students in Accounting (Commerce/Finance Faculties)

How to apply: Please submit CV, Cover letter and your transcript to www.nedbank.co.za/ca

Apply at: https://jobs.nedbank.co.za/content/Graduates-and-bursaries/?locale=en_GB

Applications closing date: 3/03/2023

SA citizenship required? Yes

Locations: Gauteng

Job types offered: CA Training programme

Opportunities on offer: Graduate Opportunity, Vac Work

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.nedbank.co.za/

Nexia Cape Town

A member of Nexia International the 9th largest audit, tax and financial consulting firm operating across 790 offices with more than 250 member firms in over 125 countries. Our purpose is to work with member firms, leveraging our combined strengths to create value and enable member firms to deliver global solutions to our clients. We are a medium-sized firm of Chartered Accountants and Registered Auditors with a varied client base to which you will gain extensive exposure during your training programme. We seek candidates who are self-starters and who can add value to our firm's culture and values.

Who we are looking for: We are looking for graduates with a strong analytical thinkers and who are deadline driven. In or studying towards

B.Com Fin Accounting (CA Stream) B.BusSci Fin/ Accounting or PGDA or BCom Hons (Accounting)

How to apply: Please submit your CV, full academic transcripts, copy of ID to recruitment@nexiasa.com

Apply at: <https://docs.google.com/forms/d/e/1FAIpQLSeBW2-JWvCxIfyUGc9ffeM-8pzOgi5RM6-LQqBqdNrcC6mj4w/viewform>

Applications closing date: 31/12/2023

SA citizenship required? Yes

Locations: Century City

Job types offered: SAICA Training Contract

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.nexiacape-town.com/>



NEXIA SAB&T

Nexia SAB&T is a majority black owned Accounting, Audit and Consulting services firm that has been operating since the birth of South Africa's democracy in 1994. Nexia firms are focused on supporting local companies as they grow and through the Nexia network, they can also help their clients confidently venture into new international markets.

Who we are looking for: Bcom Accounting Degree (Average pass mark of 65%), Completed CTA1, CTA2 (Preferred)

How to apply: Please submit your cv to taralee.b@nexia-sabt.co.za

Apply at: <https://www.nexia-sabt.co.za/graduate-employment/>

Applications closing date: 31/12/2023

SA citizenship required? No

Locations: Cape Town

Job types offered: Training offered in the fields of Accounting, Audit and Business Consulting

Opportunities on offer: Graduate Opportunity, Vac Work

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.nexia-sabt.co.za/>

Ninety One

Ninety One is an independent, active global asset manager dedicated to delivering compelling outcomes for its clients, managing R2.6 trillion in assets (as at 30.09.22). We started in South Africa, in '91. Back then, change was coming. Along with its challenges came the chance to invest in a better future. Our journey through that time taught us to recognise and embrace change and uncertainty. We believe that active investing can be a force for good.

Who we are looking for: Penultimate-year or final year, Honours and Masters students. Applicants with a strong academic track record at school and university (including Grade 12 English and Core Mathematics).

How to apply: Visit our careers page to apply

Apply at: <https://externalcareers.ninetyone.com/graduates/details.html?jobId=2078&jobTitle=Emerging%20Investment%20Talent%20Winter%20Vacation%20Programme%202023>

Applications closing date: 30/06/2023

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Financial Services

Opportunities on offer: Internship

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://ninetyone.com>



Nolands

Nolands was founded in 1976 and is represented in 9 centres in South Africa and 6 Internationally. Auditing is at the centre of its business, complemented by Advisory and Law. Nolands takes pride in taking a “not ordinary” approach and encourages individualism. Trainees have the advantage of getting the bigger picture on auditing projects and responsibility is delegated at an early stage. On-going technical training is built into the article’s programmes.

Who we are looking for: Technical ability and the willingness to strengthen the group are both highly valued. We look for what we call “And People” – positive, optimistic team players.

How to apply: Submit your CV, matric certificate,

degree certificate & full academic record

Apply at: <https://nolands.global/south-africa/careers/>

Applications closing date: 31/12/2023

SA citizenship required? Yes

Locations: Cape Town, Durban, Gqeberha, Johannesburg

Job types offered: SAICA Learnership in Audit & Assurance as Trainee Accountant and SAICA Learnership in Corporate Finance & Financial Management

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.nolands.global/>

Norton Rose Fulbright

Norton Rose Fulbright is a global law firm. We are committed to progress with purpose and proudly investing in developing early graduate careers. Keep an eye out for information on our skills development initiatives on campuses across the country.

Who we are looking for: We are looking for law students eligible to join our practical vocational training program. We want students who excel and who are passionate about a career in law. We recruit for excellence, commitment and grit.

How to apply: Apply online on our website.

Please note we only accept online applications.

Apply at: <https://www.nortonrosefulbright.com/en-af/careers>.

Applications closing date: 31/12/2023

SA citizenship required? Yes

Locations: Cape Town, Durban, Johannesburg

Job types offered: We offer practical vocational training for law students.

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.norton-rosefulbright.com>



Oliver Wyman

Our work is marked by exceptional impact for our clients. By consistently producing results, we have earned a reputation for quality work and attractive career opportunities. A growing, entrepreneurial firm with exceptional economics; part of Marsh and McLennan Companies, one of the largest professional services firms globally, with over 75,000 employees in more than 130 countries and with global revenues exceeding \$15 BN in 2018. Work with our clients' senior management from day one to solve challenging problems. Extensive opportunities.

Who we are looking for: Applicants in their final year or graduates are eligible to apply for this vacancy.



How to apply: Please submit your applications to the link provided

Apply at: https://careers.marshmclennan.com/global/en/job/R_100816/OLIVER-WYMAN-CORE-CONSULTING-GROUP-CONSULTANT-JOHANNESBURG

Applications closing date: 31/12/2023

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Strategy Consulting

Opportunities on offer: Graduate Opportunity, Full Time Offer

Which countries are you recruiting from? South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.oliverwyman.com/>

One Capital

One Capital is an independent corporate advisory firm in South Africa providing differentiated strategic and financial advice to its clients. One Capital's professionals have in excess of 100 years combined corporate finance and advisory experience and have initiated and executed a number of DealMakers® top rated transactions across a variety of sectors. The One Capital ethos is one of committed teamwork with a collective focus on ethics, swift execution, quality and excellence.

Who we are looking for: Completed / will complete in 2023 an undergraduate / post graduate degree in: Bcom Acc / Bcom / BBUSc / Management Accounting / Finance and BA /



Bcom Law / LLB

How to apply: Please visit One Capital's website, click on "Graduate Training Programme", complete the relevant form and submit supporting documents to careers@onecapital.co.za.

Apply at: <https://onecapital.co.za/>

Applications closing date: 30/06/2023

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Graduate Training Programme - Advisory or JSE Sponsor Services

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from? South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

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



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. Our focus is to partner with our clients to drive high performance. We achieve this by drawing out the potential in people, coaching them to see their potential and empowering them to achieve it. 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.

Who we are looking for: We are looking for candidates who are smart, curious pragmatists.

Ideally, we focus on top achieving 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

Apply at: <https://www.pip.global/en/>

Applications closing date: 3/09/2023

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Management Consultant

Opportunities on offer: Full Time Offer

Which countries are you recruiting from?
South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.pip.global/en/>

Pinsent Masons Africa LLP

At Pinsent Masons we are a purpose-led professional services business with law at its core. We recognise that our clients rarely have legal problems; they have commercial challenges and opportunities. That's why we combine legal expertise with a wide range of complementary professional disciplines - enabled by process and technology - to address our clients' most pressing needs. With over 450 partners and more than 3000 people operating globally from 27 offices around the world, our people champion change, promote progress and enable everyone to make business work better.

Who we are looking for: LLB students

How to apply: Online applications only.

Complete the questionnaire provided on the application form. Attach your CV, Cover letter, full transcripts and relevant qualifications.

Apply at: <https://www.pinsentmasons.com/careers/graduate>

Applications closing date: 28/02/2023

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Legal Intern and Candidate Attorneys

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

Which countries are you recruiting from?
South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.pinsent-masons.com/>





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 that 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. The insight, innovation and passion of talented teams has helped us grow into a global company that is governed responsibly and ethically, that is open and transparent, and that supports good causes and protects the environment.

Who we are looking for: We look for the best talent to join us at P&G, so our hiring process is thorough and purposeful. It ensures that

we recruit the right people, and that you have a complete understanding of who we are, what we do, and what we expect from you.

Apply at: <https://www.pgcareers.com/location/south-africa-jobs/4403-936/953987/2>

Applications closing date: 31/12/2023

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Finance, IT, HR, Sales, Supply Chain & Logistics, Engineering

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

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://africa.pg.com/>

PwC

Our strategy, The New Equation, is about how PwC brings together unique combinations of people, powered by technology, galvanising ourselves as a community of solvers to address those dual challenges. The foundation of the strategy is our multidisciplinary model, which allows us to help clients build trust and deliver sustained outcomes by bringing together deep expertise across a broad range of capabilities.

Who we are looking for: Primarily the CA(SA) stream. We do look at various other degrees. Actuarial Science, IT and Engineering, Finance and Risk, Maths and Stats, Finance and economics and other commerce degrees

How to apply: Upload ID, Matric Certificate,

Transcripts, CV and proof of registration.

Apply at: www.pwc.co.za/students

Applications closing date: 31/08/2023

SA citizenship required? Yes

Locations: Bloemfontein, Cape Town, Durban, East London, Emalahleni, Gqeberha, Johannesburg, Nelspruit, PMB, Robertson, Stellenbosch, Worcester

Job types offered: Graduate opportunities across various disciplines

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

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.pwc.co.za



Rand Merchant Bank

We are a leading solutions-driven Corporate and Investment bank that offers our clients innovative advisory and financing solutions across multiple industries in sub-Saharan Africa, London and India. Our highly skilled, experienced Solutionists develop dynamic, sophisticated banking solutions to optimise clients' working capital cycles and simplify their banking processes. Our Markets specialists offer a range of financial risk management and hedging solutions to protect our clients against interest rate, currency, liquidity, commodity, equity and credit risks.

Who we are looking for: We're looking for well-rounded individuals and lateral thinkers currently completing a postgraduate degree in commerce,

science, technology, engineering or mathematics. Must have excelled in academics, and culture or sport.

Apply at: <https://www.rmb.co.za/page/rmb-graduate-programme>

Applications closing date: 31/05/2023

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Investment Banking, Credit, Corporate Banking and Technology

Opportunities on offer: Graduate Opportunity, Full Time Offer

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

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

Retro Rabbit Enterprise Services

Retro Rabbit is a software development and consulting company that specializes in innovative custom software, user experience design, solving client problems using tech and changing the way companies operate. We are driven by a culture of innovation and problem solving coupled with effective communication and exceptional coding and design standards. Our developers and designers have extensive experience across local and international markets.

Who we are looking for: We consider degrees in Computer Science, Electrical & Computer Engineering. Retro Rabbit looks for curiosity, excitement about technology, and

resourcefulness in our grads.

How to apply: Send your updated CV & transcripts to the Talent team via recruitment@retorabbit.co.za

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

Applications closing date: 31/10/2023

SA citizenship required? Yes

Locations: Pretoria

Job types offered: Software Developers, UX/UI Designers

Opportunities on offer: Graduate Opportunity, Full Time Offer

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

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



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.

Who we are looking for: Maths, Stats and Quants Graduates and Postgrads

How to apply: Please apply using our website

Apply at: <https://www.riskworx.com/graduateprogramme/>

Applications closing date: 30/12/2023

SA citizenship required? No

Locations: Johannesburg

Job types offered: Finance and Banking

Opportunities on offer: Graduate Opportunity, Full Time Offer

Which countries are you recruiting from? South Africa

Website: <https://www.riskworx.com/>



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

RSM

RSM the team where you'll be valued as an individual and mentored as a future leader! RSM focus on the Power to be Understood. RSM is a medium size audit firm situated in Cape Town and Johannesburg in South Africa. We are part of RSM global, a team with 51 000 professionals in over 120 countries. RSM offer SAICA training contracts. You can experience a secondment to an international office. The future is in your hands OWN it with RSM.

Who we are looking for: At RSM, your individuality is an asset and you'll be empowered to utilize your unique skills and perspectives as you develop into a well-rounded professional. RSM is looking for candidates with CTA/PGDA who are interested in SAICA articles.

How to apply: To apply, e-mail your CV and academic record to: Johannesburg – marita.cloete@rsmza.co.za or Cape Town – mandi.bouwer@rsmza.co.za

Apply at: <https://www.rsm.global/southafrica/careers/vacancies>

Applications closing date: 15/12/2023

SA citizenship required? Yes

Locations: Cape Town, Johannesburg

Job types offered: SAICA articles for CTA/PGDA candidates

Opportunities on offer: Internship, Vac Work

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

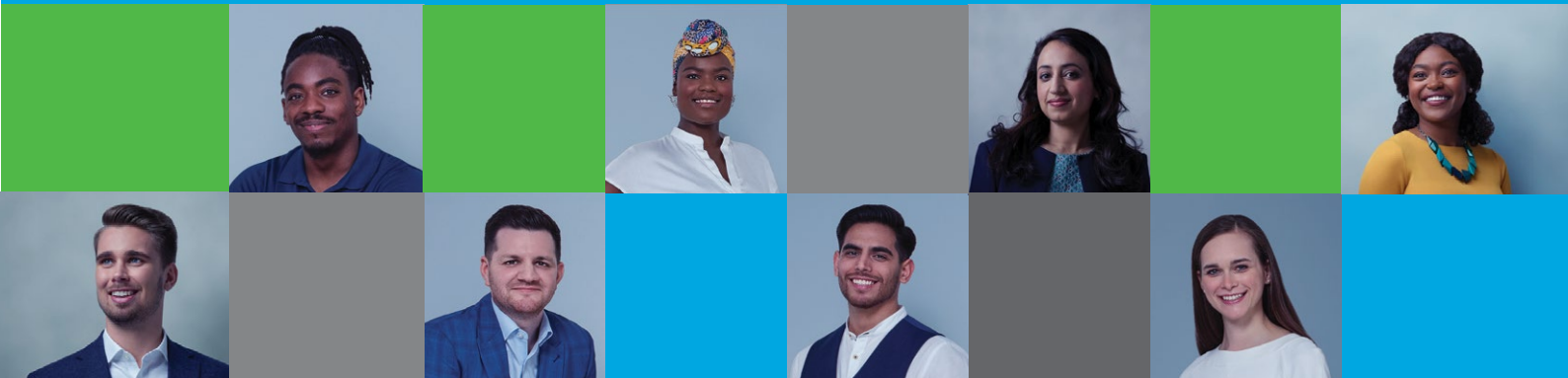
Health Sci

Website:

<https://www.rsm.global>

EXPERIENCE THE — POWER OF BEING YOU

JOIN RSM'S GLOBAL TEAM OF OVER 51 000
TALENTED PROFESSIONALS IN OVER 120 COUNTRIES



AT RSM, YOUR INDIVIDUALITY IS AN ASSET AND YOU'LL BE EMPOWERED TO UTILISE YOUR UNIQUE SKILLS AND INSIGHTS. YOU'LL GET:

- Extensive & varied experience
- Focus on mentoring & development
- Individual Partner attention
- International secondment opportunities
- Diverse client base
- Firm wide study support
- Fun social networking
- Flexible work environment

If you're a CTA/PGDA student looking for a SAICA training contract,
e-mail your CV and academic record to:

Johannesburg – marita.cloete@rsmza.co.za or Cape Town – mandi.bouwer@rsmza.co.za

THE POWER OF BEING UNDERSTOOD
ASSURANCE | TAX | CONSULTING





Sanlam

Sanlam is a diversified financial services company founded in South Africa, with a strong presence in 33 countries on the African continent, and a niche presence in India, Malaysia and selected developed markets. We are a purpose-led organisation, with all our efforts centred on helping our clients live with confidence. We promote financial inclusion, transformation and empowerment through our broad product and financial advice offering, inclusive culture and partnership approach. We deliver superior value to clients, employees, shareholders and broader society.

Who we are looking for: Graduates who would like to break into the job market, and grow their

skillset in a forward thinking environment

How to apply: Keep an eye out on our Sanlam LinkedIn and Career pages for an application link.

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

Applications closing date: 30/06/2023

SA citizenship required? No

Locations: Cape Town, Johannesburg

Job types offered: Commerce, Data and Analytics, Finance, Human Resources, Information Technology, Marketing

Opportunities on offer: Graduate Opportunity, Internship

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

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

Schneider Electric South Africa

Schneider's purpose is to empower all to make the most of our energy and resources, bridging progress and sustainability for all. At Schneider, we call this Life Is On. We believe access to energy and digital is a basic human right. Our generation is facing a tectonic shift in energy transition and industrial revolution catalysed by accelerated digitisation in a more electric world. Electricity is the most efficient and best vector for decarbonisation; combined with a circular economy approach, we will achieve a climate-positive impact as part of the United Nations Sustainable Development Goals.

Who we are looking for: Electrical, Electronic, Computer, Software, Industrial, Mechatronics

Engineering, Commerce - Finance, Marketing, Computer Science, Informatics, Digital Informatics, Information Systems

Apply at: <https://www.se.com/za/en/about-us/careers/students-young-professionals.jsp>

Applications closing date: 30/09/2023

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Technical Sales & Commercial

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

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.se.com/za/en/>



SNG Grant Thornton

“Our teams and member firms worldwide work and train together, sharing industry experience, technical expertise, and a commitment to excellence. Whatever the geographic location, we apply the same insight, flexibility and relevant experience. We examine each transaction objectively and work to involve all parties to ensure you receive the highest quality advice, providing a truly distinctive client experience. With more than 60,000 people in over 141 countries, we have a true global scale, deep technical capabilities and extensive industry expertise, but this does not make us different, it is how we work for you.”

Who we are looking for: We are looking for students studying toward a BCom ACC and PGDA.

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

Applications closing date: 30/09/2023

SA citizenship required? No

Locations: Nationally

Job types offered: Accounting, Auditing, Finance, IT

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from? South Africa

Degrees sought

- Science
- Engineering
- Commerce
- Humanities
- Law
- Health Sci

Website:

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

SOLIDitech

SOLIDitech is recognised as a leader in Business Automation Software. We are pioneering approaches on how to apply modern software technologies to solve very real world business problems. Our projects cover everything from high speed Internet access, to renewable energy generation and distribution, to end-to-end operational and financial workflow management. As a South African software business, we're innovating new ways to deliver Marketing, Sales, Finance and Support functions - which are critical to the success of any business.

Who we are looking for: Beyond having the correct qualifications, we value creative problem-solving, good communication and attention to



detail. You need to be a quick learner and must be able to be a team player. You also need to have strong logical reasoning.

Apply at: <https://soliditech.com/careers-technology-development/>

Applications closing date: 31/12/2023

SA citizenship required? No

Locations: Cape Town

Job types offered: Junior Software Engineer, Junior Quality Assurance Analyst

Opportunities on offer: Graduate Opportunity, Full Time Offer

Which countries are you recruiting from? South Africa

Degrees sought

- Science
- Engineering
- Commerce
- Humanities
- Law
- Health Sci

Website:

<https://soliditech.com>



Standard Bank

"Africa is our home, and we are focused on driving her growth." With a heritage of over 150 years, we are a leading integrated financial services group on the African continent. We have an on-the-ground presence over 20 countries in sub-Saharan Africa, fit-for-purpose representation outside Africa and a strategic partnership with ICBC. We are committed to developing youth.

Who we are looking for: Behavioral Economics: Behavioral Finance, Sociology, Psychology and Neurosciences, Commerce, Accounting CA and non-CA, Engineering, Technology

How to apply: Apply for the Standard Bank 150

Bursary Application via <https://studytrust.org.za/standardbank/> and the Youth Development & Employment Programme offerings 2024 CA Training Programme on our career page

Apply at: <https://www.standardbank.com/sbg/standard-bank-group/careers/early-careers>

Applications closing date: 30/04/2023

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: BANKING, Finance, IT, HR

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

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.standard-bank.com/>

Stein Scop Attorneys Inc.

Our areas of expertise include: Mergers and Acquisitions; Deals and transaction structuring; Security; Insolvency and business rescue; Dispute resolution and litigation; Antitrust and competition; Communications, media and technology and telecommunication; Mining; and Employment and labour.

Who we are looking for: BA LLB / BCom LLB / LLB

How to apply: To apply CV must be send to: admissions@steinscop.com

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

Applications closing date: 31/08/2023

SA citizenship required? No

Locations: Johannesburg, Sandton

Job types offered: Legal Sector

Opportunities on offer: Full Time Offer, Vac Work

Which countries are you recruiting from? Internationally



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.steinscop.com>



The Shoprite Group

The Shoprite Group of wholly-owned subsidiaries constitute the largest fast-moving consumer goods retail operation in Africa. Our more than 152 000 employees work to serve customers across all income levels through various distinctive retail brands. We operate a total of 2 989 outlets in 15 countries across the African continent.

Who we are looking for: The Shoprite Group offers comprehensive bursaries to support students studying or intending to study scarce skills such as food science, criminology, chartered accounting, logistics as well as information technology, e-commerce and retail business management.



How to apply: Submit full academic record, Certified ID copy, CV

Apply at: <https://www.shopriteholdings.co.za/careers/bursaries.html>

Applications closing date: 30/04/2023

SA citizenship required? Yes

Locations: Nationally

Job types offered: Finance, IT, Supply Chain, Food Science, Criminology, Retail Business Management, e-Commerce

Opportunities on offer: Graduate Opportunity, Bursary/ Scholarship

Which countries are you recruiting from?
South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.shoprite-holdings.co.za/>

Troop Travel

TROOP is a data aggregation and visualization technology that helps corporations identify the best meeting location in minutes using real-time data rather than opinions. TROOP gives you all the data you need to make a decision about your next meeting in one easy-to-use space. Meeting planning should be easy for everyone—with TROOP, it is! Radically reduce the time you spend planning when and where to meet. Cut costs by easily comparing alternative times, locations and travel plans.

Who we are looking for: We are looking for graduates with strong academics in Engineering disciplines, with a strong preference in Computer Science and Electronic Engineering.



How to apply: Please submit your CV and Academic Transcripts to talent@trooptravel.com

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

Applications closing date: 31/12/2023

SA citizenship required? No

Locations: Fully remote - With legal Hubs in South-Africa, Spain and USA.

Job types offered: Software Engineering/ Development

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

Which countries are you recruiting from?
South Africa and Europe (Spain)

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://trooptravel.com/>



Truworths

Truworths has successfully developed one of the retail industry's leading Merchant Training Programmes. Truworths offer graduates, and those with work experience who may be looking for a career change, the opportunity to learn the necessary skills to be the best merchant for the business. The training provided uses cutting-edge technology and skills taught by industry experts to ensure you are set up for success.

Who we are looking for: If you're a youthful, innovative and ambitious individual who thrives on challenges, then be sure to apply to Truworths. Applications are open to B.Com, BBusSci, B.Sc or other numerate tertiary

qualifications.

How to apply: Please submit your CV and full academic transcripts to our career website

Apply at: <https://www.truworths.co.za/careers?page=opportunities-available>

Applications closing date: 31/12/2023

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Merchandise

Opportunities on offer: Full Time Offer

Which countries are you recruiting from?
South Africa

TRUWORTHS

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

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

VanderSpuy Cape Town

VanderSpuy Cape Town is a medium sized law firm and prides itself as being one of the most respected firms in South Africa. It is our commitment to excellent service delivery, convenient accessibility and a strong infrastructure that places VanderSpuy at the forefront of the legal profession. The company upholds a strong ethic of hard work, integrity and fairness to clients and staff alike. It is large enough to provide a full suite of services to clients, yet small enough for attention to individual detail.

Who we are looking for: We are looking for graduates with strong academics in law majors with either BA LLB, BCom LLB or LLB LLM degrees.

How to apply: Please submit your CV and cover letter to info@vdslaw.co.za Please include your full academic transcripts and matric certificate.

Apply at: <https://vdslaw.co.za/>

Applications closing date: 31/05/2023

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Articles for Candidate Attorneys

Opportunities on offer: Graduate Opportunity, Vac Work

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

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



VAT IT

A SAICA accredited CA articles Programme focused on building CA(SA)'s of the future. We're looking for creative, driven individuals who are ready to innovate, collaborate and lead. VAT IT is made up of a community of challenge seekers, problem solvers, innovators, and self-motivated business leaders. Are you up for the challenge?

Who we are looking for: Studying towards a CA SA qualification.

How to apply: To apply to our TOPP Programme, visit our website and upload your details with all corresponding documents

Apply at: <https://topp.vatit.com/apply/>

Applications closing date: 31/10/2023

SA citizenship required? Yes

Locations: Johannesburg, London

Job types offered: CA Articles Trainee

Opportunities on offer: Full Time Offer

Which countries are you recruiting from?
South Africa

Website:
<https://topp.vatit.com/>



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Verdant Capital

Verdant Capital is a leading investment bank and investment manager operating on a Pan-African basis and specialising in private capital markets. It boasts offices in Johannesburg, Ebene, Accra, Harare, Kinshasa and Frankfurt.

Who we are looking for: Degree level qualifications in Economics, Business, Finance, Accounting, Investments or similar required

How to apply: Please send your CV, matric results and university transcripts to recruitment@verdant-cap.com

Apply at: <https://verdant-cap.com/>

Applications closing date: 7/04/2023

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Investment banking

Opportunities on offer: Graduate Opportunity, Full Time Offer

Which countries are you recruiting from?
South Africa

Website:
<https://verdant-cap.com/>



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci



Webber Wentzel

With over 150 years of experience and deep industry knowledge, Webber Wentzel is the leading full-service law firm on the African continent. We service complex and multijurisdictional legal and tax matters seamlessly and combine knowledge and experience to offer tailored and commercially-minded business solutions in record times. We focus on efficient and effective delivery of innovative solutions, adopting considered strategies around legal process management, legal process improvement and legal technology.

Who we are looking for: Be studying/have studied at a South African institution/have a SAQA certified equivalent international qualification. Expect to complete an LLB degree

by January of the year the training contract commences.

How to apply: Visit our website to apply

Apply at: <https://www.webberwentzel.com/Careers/Early-Careers/Pages/default.aspx>

Applications closing date: 31/12/2023

SA citizenship required? Yes or Permanent Resident

Locations: Cape Town, Johannesburg

Job types offered: Opportunity to complete your practical vocational training

Opportunities on offer: Graduate Opportunity, Bursary/ Scholarship

Which countries are you recruiting from? South Africa

WEBBER WENTZEL

in alliance with > **Linklaters**

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.webberwentzel.com/>

Werksmans Attorneys

Established in the early 1900s, Werksmans Attorneys is a leading South African corporate and commercial law firm serving multinationals, listed companies, financial institutions, entrepreneurs, individuals and government. Operating in Gauteng and the Western Cape, and a member of the LEX Africa Alliance. The firm has a formidable track record in mergers & acquisitions, banking & finance, and commercial litigation & dispute resolution, we are distinguished by the people, clients and work that we attract and retain.

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

How to apply: Applicants should apply by submitting an online application.

Apply at: www.werksmans.com/graduates/

Applications closing date: 30/09/2023

SA citizenship required? Yes

Locations: Gauteng, Western Cape

Job types offered: Candidate Attorney Programme

Opportunities on offer: Graduate Opportunity, Vac Work

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.werksmans.com



White and Case

White & Case is an elite global law firm serving leading companies, financial institutions and governments worldwide. Our long history as an international firm means we are perfectly placed to help our clients resolve their most complex legal challenges wherever they may be. Our lawyers are globally minded, enterprising, collaborative and committed to excellence. Diversity is a core value of our Firm and it has been recognized with numerous awards and top rankings around the world. Our people represent 90 nationalities and speak 80 languages.

Who we are looking for: Law graduates with strong academic credentials, good judgment, excellent analytical skills, and the intellectual rigor

to grasp transactions at an international level.

How to apply: Please submit your CV, academic transcripts and cover letter to johannesburgtrainee@whitecase.com.

Apply at: <https://www.whitecase.com/careers/locations/south-africa>

Applications closing date: 31/12/2023

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Legal

Opportunities on offer: Graduate Opportunity, Vac Work

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://www.whitecase.com/law/africa/south-africa>

Woolworths

Woolworths Holdings Limited (WHL) has grown into a leading retail group with a strong presence in sub-Saharan Africa, Australia and New Zealand. WHL consists of two major operating divisions: Woolworths South Africa and Country Road Group. Our values inform and underpin the way we do business across our Group. From values-based leadership to passionate brand advocacy, we seek to embed our values across all dimensions of our business. We are customer obsessed, inspirational, responsible, collaborative and committed to quality.

Who we are looking for: We're looking for the right academically strong people. People who are passionate and driven by service excellence,

people who care deeply about what they do. If you love our brand and what we stand for, get in touch.

How to apply: Send your CV, academic transcript and letter of motivation stating why you would like to join the Woolies CA Training programme to financeacademy@woolworths.co.za

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

Applications closing date: 31/05/2023

SA citizenship required? No

Locations: Cape Town

Job types offered: CA Training Programme

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from? South Africa



WOOLWORTHS

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

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



WERKSMANS
ATTORNEYS

What's the appeal?

Corporate and commercial matters.

Practising in over 22 diverse areas of law, we specialise in corporate and commercial matters with a team of over 200 skilled lawyers.

If this appeals to you, apply now.

» Keep us close



**THE CORPORATE &
COMMERCIAL LAW FIRM**
A member of the LEX Africa Alliance
www.werksmans.com/graduates

APPLICATIONS ARE OPEN

To apply to complete **Practical Vocational Training**
or to participate in one of our **Vacation Programmes**,
please include the following documents:

LETTER OF MOTIVATION
A COMPREHENSIVE CV
FULL ACADEMIC TRANSCRIPT
MATRIC CERTIFICATE
COPY OF ID DOCUMENT
ONE REFERENCE LETTER

Use the following link:

<https://www.ensafrica.com/trainees/>

to complete the application and upload your documents

