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At Absa, your story is integral to our shared adventure, defining who we are and guiding our collective future. We embrace you for who you are and support you as you grow into your full potential. Each individual's unique contribution helps shape our identity. Together, we cultivate a workplace where you feel valued, nurtured, and respected—a place where your story is celebrated, encouraging true belonging and inclusion.

As Africa's leading digitally-driven bank, we're committed to success. Our achievements are driven by empowering each team member to learn, grow, and innovate, contributing to our collective narrative of excellence—an excellence built on the diverse stories of our colleagues.

Stories hold immense power. They foster understanding, inspire, motivate, bridge gaps, and transcend barriers, deepening our connections and sense of belonging. Through stories, we have the power to shape our future together.

@Absa your story Matters

Your story matters



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...LOADING...



At Monocle, we believe in building the best team, one exceptional player at a time. The Monocle Analyst Graduate Programme is specifically designed to help you unlock the next level in your professional journey. We're offering extensive training, executive mentorship and professional support, transforming you from graduate to an elite management consultant.



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DOMINATE IT.

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Be a part of The New Equation

Today's challenges are unlike any we've experienced before. They require something more than the expected:

- An innovative combination of expertise and technologies
- People who bring their full humanity to every opportunity
- The imagination to see things from different perspectives
- The responsibility to filter it through unwavering objectivity

This is The New Equation

Come create a career that matters: where you know your uniqueness and innovation are valued. Join us as we live our values in all that we do, sharing our knowledge and insights with our people, our clients and our community.

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To build integrity and confidence in the capital markets. we bring this way of thinking to every challenge. It's where ideas step out of the ordinary and take shape as solutions that lead the way. This is how we build trust and create sustained outcomes. It's what sets PwC apart-and it's the reason our clients and stakeholders have trust in tomorrow.











programme

Digital trust



Internal Audit Programme



(Edge)

& Regulation



Actuarial, Risk and quants



learnership



in PwC South Africa



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PwC South Africa











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Employer directory

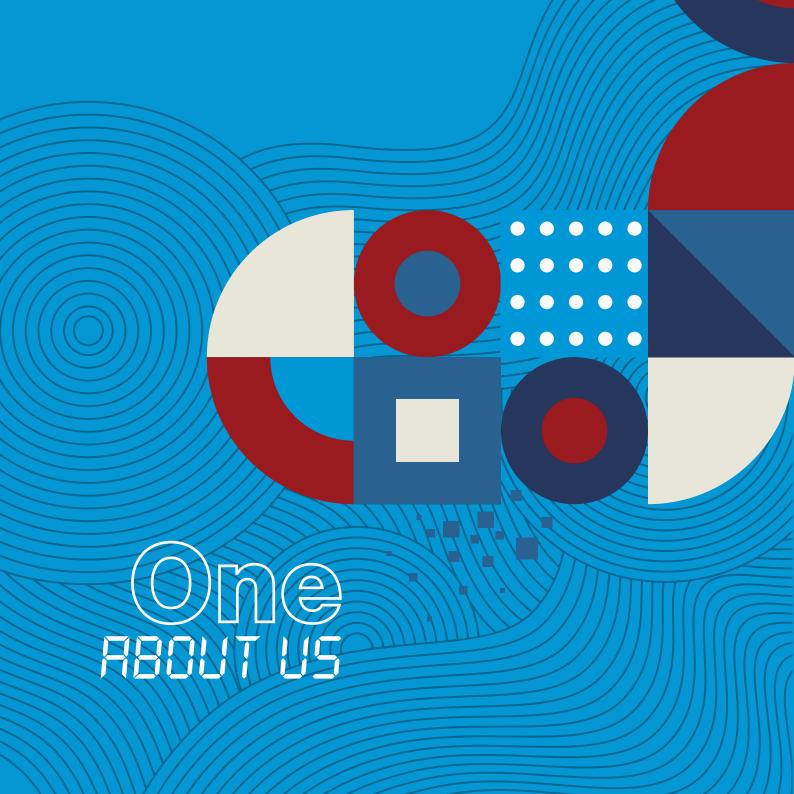
Your pocket guide to industry leaders and the opportunities they offer.

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OUR DIGITAL PULSE

Navigating the future of work

In a world where technology is reshaping every aspect of our lives, Our Digital Pulse explores the dynamic interaction between humanity and technology – how it enhances, challenges and redefines our experiences. Nowhere is this transformation more evident than in our careers. The rise of AI, automation and digital tools is changing the workforce at an unprecedented pace, presenting both opportunities and challenges.

As Director of the Careers Service, I see this evolving landscape as an exciting moment of possibility. Our role is not just to help students and graduates *find* jobs, but to empower you to navigate and thrive in a shifting professional world. The Careers Service is a bridge between education and industry, equipping you with the skills, insights and networks needed to succeed – whether in emerging tech-driven fields or in industries that require uniquely human strengths.

Join us, get involved and take the next step forward.

Engagement with the Careers Service has never been more crucial. The future belongs to those who are adaptable, proactive and willing to

embrace continuous learning.

From career coaching to networking opportunities, from skill-building workshops to employer connections, we offer resources that prepare you not only for your first job but for a lifelong journey of growth.

I encourage you to take charge of your future. Explore new possibilities, build meaningful connections and leverage the tools available to you. The digital world is fast-moving, but with the right mindset and support, you can shape your own path.

Let's embrace this era of transformation. It's not just about finding a job – it's about creating a future that reflects your aspirations, strengths and the limitless potential of the human-technology partnership.



Stafford Bomester *Director: UCT Careers Service*

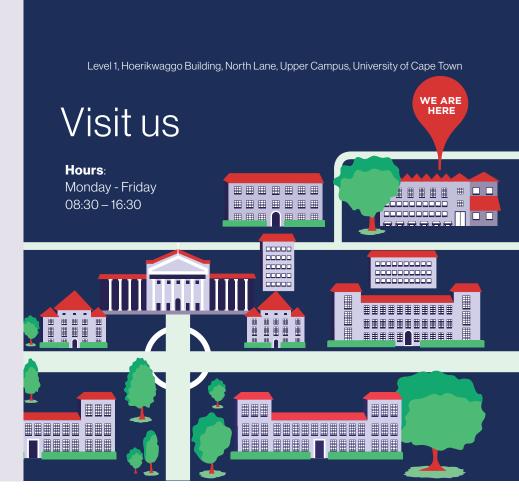
CONNECT with us

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

General enquiries

Email: careers.service@uct.ac.za Telephone: + 27 21 650-2497/8

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- UCT Careers Service
- in UCT Careers Service



Our Employer Partners

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





























BACK ROW (left to right): Nandi Ntengenyana (Graduate Recruitment Coordinator), Lameez Davids (Careers Development Advisor), Nadia Waggie (Head: Sustainability and Impact – Careers), Simphiwe Dlulani (Careers Development Advisor), Nawaal Boolay (Graduate Development and Employability), Liza Hitge (Head: Strategic Projects and Programmes), and Reitumetse Mentor (Careers Development Advisor).

FRONT ROW (left to right): Bianca Rousseau (Graduate Recruitment Co-ordinator), Monica Gqoji (Careers Administrative Assistant), Stafford Bomester (Director: Careers Service), Eliza Rapou (Communications and Marketing Officer), and Safia Lagerdien (Senior Careers Advisor).

ABSENT: Algeatha Carolus (Operations Coordinator).

CHED for you

With digital transformation reshaping every industry, the ability to navigate, contribute and thrive in technology-driven environments has become essential. At UCT, we recognise that fostering a sense of belonging in this rapidly evolving landscape is just as important as equipping students with technical skills. Digital literacy, inclusivity, and adaptability are at the core of our efforts to prepare students for the future of work, but also for a future life as the world around us expands into a digital and virtual ecosystem.



By Kasturi Behari-LeakDean: CHED

Technology has the power to connect, but it can also create barriers if individuals feel excluded due to gaps in digital proficiency or a lack of representation in online spaces. UCT, through the Centre for Higher Education Development (CHED), is committed to bridging these gaps by integrating digital literacy into curricula, ensuring students not only engage with technology effectively but also understand its ethical, social, and cultural implications. CHED plays a vital role in supporting students and academics through initiatives such as digital learning workshops, tailored academic support programmes, and innovative teaching practices that enhance digital fluency. It is not enough to replicate the real world on a digital platform but to work proactively to mediate potential exclusions and alienation that students might experience.

Creating a sense of belonging in digital spaces goes beyond individual skill development. It involves fostering inclusive digital communities where diverse perspectives are valued

and all students feel seen and heard, CHED, through its Careers Service department champions this by promoting peer collaboration, mentorship programmes, and industry engagement opportunities that connect students with professionals who share their backgrounds and aspirations. Careers Service in CHED works in tandem with student success initiatives, career development programmes and graduate employability interventions to build these essential support networks.

For recent graduates and potential employers, the digital workplace is a reality. Employers seek candidates who can adapt to remote work, collaborate across digital platforms, and contribute meaningfully to virtual teams. Through CHED's efforts in embedding digital literacy and inclusive practices into UCT's educational framework, graduates emerge not just as technically skilled professionals but as individuals capable of fostering positive digital cultures within their future workplaces.

As we navigate the digital pulse of the modern world, UCT, through CHED's leadership in digital learning, remains committed to empowering students with the skills, knowledge, and confidence to thrive in technology-driven environments while ensuring that no one is left behind. Together, we can create a future where technology enhances human connection, rather than diminishing it.

Through CHED's efforts in embedding digital literacy and inclusive practices into UCT's educational framework, graduates emerge not just as technically skilled professionals but as individuals capable of fostering positive digital cultures within their future workplaces.

Your UCT



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

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

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

TERM 2

Need a bursary?
Look for suitable opportunities on My Career Portal and attend the Applying for Bursaries event.



Are you an aspiring entrepreneur?

Visit our website for information about the UCT entrepreneurship community and find helpful resources.





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.



Orientation & registration

Complete all faculty orientation activities – they are all important.

Discover career options with your degree



Attend faculty career events

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

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

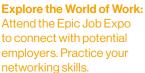


Gain experience – apply for vac work/student jobs, attend the Job Search Strategies event.



See all events here:

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





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

www.mycareer.uct.ac.za

TERM 4

- E11111 -

Participate in the Student Entrepreneurship Week.

Rocking LinkedIn

Students use our resources to build good CVs and LinkedIn profiles

Dec vac

Voluntary or vacation work help students to develop transferrable skills. They attend our Applying for Vac Work event for advice

The UCT Plus Leadership Award programme is a leadership award programme that formally recognises students' extracurricular work on

their transcripts



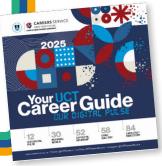
Attend Career Panels and Industries Uncovered events related to your faculty.

Attend Design your CV and Cover Letter events.

Discover your Future World of Work by

attending the Law Expo.

watch out for the Career Guide: expert advice, career resources, and job listings.





Upon graduation, students complete the **Graduate Exit Survey**. Those that struggle to find employment can book a career consultation for help with their job search, application and interview.





Sunny with a high chance of **SEN A**!

BY KARIN VAN LAEREN

By 2030, the World Economic Forum (WEF) warns, technology will displace around 92 million jobs. That might sound intimidating, but it also means 170 million new jobs will be created – so the future isn't jobless, it's job-shifting. In their latest Future of Jobs report, the WEF lays out a roadmap for what the world of work could look like soon – as a student, this is basically your career forecast.

New roles are emerging

Rapid growth is expected in human-centred jobs, and especially in agriculture, construction, health and education. Roles anticipated to decline include administrative assistants, accountants and warehouse operatives – basically, if your field relies heavily on repetitive processes, you might want to think about how you can level up your skills to stay ahead.

Sectors related to technology and sustainability are poised for accelerated growth. Demand is expected to surge for specialists in big data, FinTech engineers, artificial intelligence experts, cybersecurity professionals, data storage specialists and UX/UI designers.

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The future of work isn't about robots taking over; it's about people who can learn fast, think critically and stay curious.

You need to be upskilling

Adaptability and lifelong learning are as important as ever, but what other skills are employers looking for? The report outlines a few, including critical thinking, problem solving, emotional intelligence, digital literacy (especially Al and data skills), and communication and collaboration.

Think about how you can learn these skills – maybe you can use a few hours of your holiday to complete a LinkedIn course on how to use GenAI in your field. Once you start working, try to prioritise learning new skills and staying up to date with trends in your industry.

The WEF's findings reflect a dynamic shift in the employment market, driven predominantly by technological innovation and the increasing emphasis on sustainability. The future of work isn't about robots taking over; it's about people who can learn fast, think critically and stay curious. So whatever you are studying, use your time to build the kind of skills that machines will find hard to replicate.





BELONGING: the secret to thriving in tech By Safia LAGERDIEN

As organisations adapt to the rapid technology advancements, graduates need to hit the ground running – you'll not only need to stay updated on the latest developments, but also make an immediate impact in your role.



To truly thrive, you need to belong to communities that foster skills development, resilience and confidence. However, to really thrive, you'll need to understand the importance of belonging – connecting with the right communities that can support you, boost your confidence, and ultimately help you feel integrated into the work you want to do.

Because technology is constantly reshaping industries, technical skills are not enough. To truly thrive, you need to belong to communities that foster skills development, resilience and confidence.

Communities can:

- help you build confidence in your knowledge and abilities. Engaging with others in your field will reinforce your belief in skills and reduce feelings of inadequacy.
- allow you to be less isolated, more connected, in tune and alive to the dynamic changes around you.

- provide a valuable space for networking and knowledge-sharing that can help you succeed and enable you to learn from others.
- open doors to relevant experiences, internships, job offers and collaborations with professionals and companies who are at the forefront of the tech industry all which enable access to opportunities.

Keeping up

Tech is evolving at a breathtaking speed, and the pressure to master every new technology as it emerges can be daunting. The good news is that you don't need to be an expert in every new trend immediately. The key is to focus on what's most relevant to your career goals. By staying updated with the tools, platforms and skills that align with your interests and strengths, you can confidently build your career without feeling lost or overcome by choices. You don't have to tackle everything at once; continuous learning is the key to staying competitive and confident.

Adopt a lifelong learning mindset.
 The most successful individuals in tech understand that learning never stops. Platforms like Coursera, edX and Udemy offer

online courses in fields such as AI, machine learning, blockchain and cybersecurity, many of which are free. Gaining certification in these emerging fields not only boosts your technical abilities but also enhances your connectedness to relevant communities. The more skilled you become, the more confident you'll feel, which strengthens your sense of belonging.

- Join tech communities and networks. A network allows you to ask questions, engage in discussions and contribute to open-source projects. Platforms like GitHub, Stack Overflow and Reddit are ideal places to connect with fellow students, professionals and industry leaders. Engaging in these communities helps you build relationships, learn from others and keep up with trends. You can also stay informed by joining online forums, following tech blogs and subscribing to newsletters from resources like Wired, TechCrunch, TechCentral, itweb. co.za and technobyte.
- Networking is essential. Attend webinars, conferences and meet-ups (see meetup.com) to expand your professional connections and learn about industry trends. Many tech events are hosted online, making them more accessible. By networking with professionals and alumni in your field, you can stay on top of the latest technologies, job opportunities and emerging tools, all while growing your professional circle.
- Embrace the diversity of tech careers. The tech
 industry is vast, with numerous pathways and specialisations, from cybersecurity to data analysis.
 Embrace the diversity of opportunities and explore different areas that align to your interests and strengths.
 Tech thrives on innovation, which often comes from the

- cross-pollination of ideas from different disciplines. The more you explore, the more you'll uncover growth opportunities, ensuring you remain adaptable and in demand.
- Stay curious and engaged. Curiosity is one of the most important skills for future success. As technology continues to evolve, employers are increasingly seeking individuals who are curious and open to learning. Make curiosity a cornerstone of your academic journey and career development. Stay engaged with new technologies, always ask questions, and seek opportunities for growth. This will help you develop a deeper understanding of how technology can shape your future and allow you to stay relevant in an ever-changing world.
- Be intentional. To build and maintain a strong sense of belonging, it's essential to be proactive about connecting with others. Take consistent steps to engage with communities that align with your interests. Whether through online forums, networking events or collaborative projects, maintaining regular involvement will help you stay confident and connected to the tech industry. Actively participate in communities – learn, share, and build relationships with others who share your interests, values, principles and passions.

Belonging in the tech world isn't just about staying updated on the latest gadgets and trends. It's about immersing yourself in the tech community, continuously learning and building meaningful relationships. By taking consistent steps to stay connected, develop your skills and engage with likeminded individuals, you'll enhance your self-confidence and feel more empowered to contribute to the tech landscape. To truly thrive, you need to feel part of something bigger – a community that supports, challenges and helps you grow.



BY HOUSTON YU, ASSOCIATE ENGINEER AT ELIXIRR DIGITAL

ALAT WORK: shaping the future

Once confined to science fiction, AI is now part of our daily lives, powering everything from the recommendations on our screens to the systems that diagnose diseases and drive financial markets.

Al is here, evolving rapidly and influencing nearly every sector. As it continues to expand its reach, understanding its impact and learning how to work alongside it will be key to thriving in this new era of innovation. Here's how it is shaping various industries.

Healthcare

Al plays a vital role in the financial sector by enhancing risk management and fraud detection.
Advanced Al algorithms effectively identify and prevent fraudulent activities by analysing transactional behaviours and access patterns.

Al is revolutionising healthcare by enhancing diagnostic accuracy, reducing human errors, optimising and refining treatment plans, and personalising medical care. Al-powered diagnostic tools assist doctors in analysing complex medical images faster and identifying and detecting diseases at an early stage. For instance, Al-powered wearable devices can continuously monitor vital signs such as heart rate, blood pressure and oxygen levels, alerting both doctors and patients to potential health issues before they become critical. This proactive approach facilitates early intervention, reduces hospital readmissions and improves patient outcomes.

Finance

Al plays a vital role in the financial sector by enhancing risk management and fraud detection. Advanced Al algorithms effectively identify and prevent fraudulent activities by analysing transactional behaviours and access patterns. The algorithms can also analyse market data, forecast trends, and identify potential risks faster than any human analyst. In modern banking, these Al technologies are essential for delivering personalised customer experiences, strengthening cybersecurity, and combating financial crime.

Retail

Al advancements are improving customer experience and personalising shopping experience. Al-powered recommendation engines provide tailored suggestions by analysing customer data such as preferences, purchasing history and even sentiment analysis from customer feedback. In addition, retailers are using Al to optimise inventory management through predictive analysis, analysing purchasing trends, seasonal patterns

and consumer behaviour to forecast demand and reduce supply chain inefficiencies. Virtual shopping assistants and AI chatbots are also being implemented to enhance customer service.

Manufacturing

Al technologies are transforming factories by analysing large volumes of data from sensors, equipment and production lines to optimise efficiency, improve quality and reduce downtime. One of Al's most impactful applications is predictive maintenance, where Al systems analyse sensor data from machinery to evaluate its performance, identify potential failures before they occur, and prevent costly breakdowns – ultimately reducing unexpected downtimes and maintenance costs.

With Al-driven automation, manufacturers integrate connected technologies, real-time data analytics and Al to create flexible, efficient and highly automated manufacturing systems. Al monitors ongoing production processes and makes real-time adjustments without human intervention, boosting productivity and minimising waste.

Law

Al is redefining how law firms operate, streamlining everything from routine tasks to complex legal strategies. Al tools can efficiently handle large volumes of data by analysing various cases, identifying relevant information, and summarising findings. This significantly reduces the need for

lawyers to manually look through cases.

In addition, Al-driven tools can also automate the creation of legal documents using predefined templates to generate precise, consistent and compliant documents. This automation not only reduces human errors but also allows lawyers to focus more on strategic tasks.

Education

Al is reshaping education by automating schools' administrative tasks and personalising learning experiences. Intelligent tutoring systems adapt to students' learning styles, providing tailored content and instant feedback. Al-powered chatbots assist with answering student queries, while automated grading systems save valuable time.

In South Africa, Al-driven educational initiatives help bridge learning gaps by improving access to quality learning resources, supporting teachers, and identifying learning areas where students can improve.

Al is a driving force of change across multiple industries, offering numerous opportunities while presenting new challenges. As Al continues to evolve, success will depend on collaboration rather than competition. Human creativity, critical thinking and ethics remain essential while Al excels at automation and data analysis. Upskilling in Al literacy, problem-solving and adaptability will be crucial for thriving in this era. By embracing Al as a tool rather than a threat, the next generation can shape a future where human creativity and technology drive progress together.



As AI continues to evolve. success will depend on collaboration rather than competition. Human creativity, critical thinking and ethics remain essential while Al excels at automation and data analysis.



The EMPLOYMENT landscape in South Africa

BY **NICOLE PETERSEN,**PROJECT MANAGER AT SAGEA

Despite economic challenges, South African employers are expanding early career opportunities. The demand for graduates (that's you!) remains strong post-COVID, with organisations focused on leadership development and building scarce and critical skills. Employers are not only seeking STEM expertise, but they are also prioritising critical thinking, collaboration and communication skills – essential for solving business, social and economic challenges.

Key industries currently driving job growth include:

- Technology and digital services Al, cybersecurity and data analytics are in high demand.
- Financial services and fintech Banks and fintech firms are hiring to drive innovation as they move forward in a digital age and prioritise staying ahead of the curve.
- Renewable energy Sustainability efforts are creating opportunities in solar and wind energy.
- Healthcare and biotechnology Growth in pharmaceuticals and medical research fuels job creation.
- E-commerce and logistics The digital economy is expanding supply chain, logistics and retail roles.

*The SAGEA Candidate Insights 2024 questioned 2,717 new or future employees about their job hunting and opinions about the job market.

Findings from SAGEA's 2024 survey* highlight key job search trends:

- The most popular career destinations for graduates in 2024 were in Auditing, Law, Technology and Finance.
- Most job seekers came from four major universities, making up over 40% of participants.
- On average, candidates submitted nine job applications – consistent with last year but higher than three years ago.
- 4. When choosing **where to apply**, graduates prioritised training and development opportunities, company culture and long-term career prospects.
- **5. Johannesburg remains the top employment hub,** with over half of
 graduates starting their careers there,
 while a smaller number secured jobs in
 Cape Town.
- 6. Beyond job hunting, many graduates are **also concerned** about work-life balance, mental health, social connections and managing their finances as they transition into the workforce.

From an employer perspective, SAGEA's 2024 Benchmarking Report found:

- Many employers are hiring graduates for leadership development programmes, technical roles and entry-level positions, with some opportunities leading to management roles.
- 2. The biggest recruiters in 2024 were Accounting and Professional Services firms, followed by the Banking, Finance, FMCG and Energy sectors.
- 3. Auditing roles had the highest number of vacancies, making up two-fifths of total opportunities.
- 4. The median graduate starting salary in 2024 was R250,000, with the highest-paying roles in Banking, Actuarial Science and Investment Analysis offering more than R450,000 per annum.
- Competition is stiff employers received a median of 3,500 applications, with about 106 applications per vacancy.
- Only one in five applicants made it past the initial selection stage, and 10% of candidates declined offers they had accepted.

Embrace technology

To stay competitive, you can:

- Develop digital skills Basic coding, data literacy and Al awareness can enhance career prospects.
- Leverage online learning Platforms like LinkedIn Learning and Coursera offer valuable upskilling opportunities.
- **3. Network online** Engage on LinkedIn and attend virtual career fairs to connect with potential employers.

When you enter the workforce, you'll be expected to
be proactive, adaptable and
tech-savvy. But, with early
preparation, continuous learning and aligning skills with
industry demands, you can
set yourself apart. By staying
informed on employment
trends and leveraging digital
tools, you'll be well on track
to a successful transition into
the evolving job market.

Gain real-world experience

It's a good idea to actively seek opportunities to build experience and grow the types of skills employers are looking for. Options include:

- Vacation work Short-term work experience in holidays, giving you exposure to a specific industry and helping them build practical skills.
- Internships Temporary work placements, usually lasting a few weeks to a year, where you gain hands-on experience, often as part of a structured programme.
- Learnerships Work-based training programmes that combine formal education with practical job experience, leading to a recognised

qualification. Often industry-specific and supported by employers.

- Apprenticeships Long-term training programmes focused on hands-on learning, typically in trade or technical fields, where you work under experienced professionals whilst earning a qualification.
- Work-Integrated Learning (WIL)
 Students complete structured work experience as part of their degree, ensuring they apply academic knowledge in real-world settings.

Getting involved in tutoring, mentoring or part-time employment such as waitering will also enhance your employability and skill development.



What **SETS** you apart?

BY KALUBA CHIKONDE. AI CONSULTANT AT DIMYSTIFAI

ness degree in analytics, I thought I had done everything right. I had the qualifications, the coursework and the grades. But reality hit fast - my degree alone wasn't enough.

And I'm not alone. According to the World Economic Forum (WEF) Future of Jobs Report 2023, 44% of workers' skills will be disrupted in the next five years. Al is automating tasks once done by humans, digital transformation is reshaping industries, and the skills employers value are evolving faster than university curriculums can keep up. The guestion is no longer just "What's your degree?" but "What can you do?"

What set me apart wasn't my degree alone – it was the experiences I pursued outside the classroom. From co-founding Coding4Finance and leading the UCT Zambian Society to mentoring, hackathons and public speaking, these experiences built the skills that helped me thrive.

So, what are the skills that will truly future-proof your career? Let's explore the top three in-demand skills and how you can develop them.

When I graduated with a busi-

1. Creative thinking

Creativity isn't just for artists - it drives innovation and adaptability in every industry. It's one of the most sought-after skills. As AI takes over repetitive tasks, human creativity will be the key differentiator.

How can you develop it?

- Join hackathons or competitions When I participated in hackathons, I had to think fast, collaborate with diverse teams, and apply creative problem-solving under pressure.
- Take leadership roles Leading the Zambian Society challenged me to organise events, fundraisers and student initiatives – each requiring creative thinking to engage and grow the community.
- Internships and work experience During my internships, I was often given openended challenges where I had to brainstorm solutions beyond textbook knowledge. Real-world exposure pushes you to think differently and adapt fast.

According to the World Economic Forum (WEF) Future of Jobs Report 2023, 44% of workers' skills will be disrupted in the next five years. Al is automating tasks once done by humans, digital transformation is reshaping industries, and the skills employers value are evolving



Do not wait until graduation to start building your future. Use what you have now – your university resources, networks and experiences – to develop the skills and mindset that will set you apart.

2. Analytical thinking

The ability to break down complex problems and make data-driven decisions is a game-changer. In a data-driven world, employers value those who can assess information critically and make strategic decisions.

How can you develop it?

- Engage in data projects As a tutor at university, I often worked with students to break down complex analytics problems, sharpening both my analytical and teaching skills.
- Take online courses Beyond my degree, I have earned certifications in AWS, AI and prompt engineering, which gave me practical knowledge I could immediately apply.
- Play strategic games Chess can be a great way to sharpen analytical thinking. Strategy-based games help train your brain to think critically and anticipate outcomes.

3. Technological literacy

No matter your field – finance, healthcare, or marketing – technology is reshaping everything. Understanding it is no longer optional. Al and automation are transforming workplaces. Employers seek individuals who can work alongside technology, not be replaced by it.

How can you develop it?

 Start familiarising yourself with AI now – I didn't have access to AI tools at university, but mastering AI has significantly boosted

- my productivity. All is now accessible to everyone, and learning to use it early will give you a competitive advantage.
- Build small tech projects Co-founding Coding4Finance allowed me to teach others how to apply coding in finance, reinforcing my own technical skills and making complex concepts more accessible.
- Stay updated on tech trends I regularly attend networking events and tech conferences to stay informed about industry shifts and emerging trends, helping me stay ahead.

Your attitude matters a lot

Beyond technical skills, your mindset determines how far you will go. Yes, I had to learn on the job, from navigating new technologies to solving complex problems. But what really allowed me to flourish wasn't just my technical skills – it was my attitude. My ability to communicate, adapt, and take initiative became my greatest strength in a world where automation are changing everything.

And this journey never stops.

So to every student reading this: do not wait until graduation to start building your future. Use what you have now – your university resources, networks and experiences – to develop the skills and mindset that will set you apart. Develop your technical skills, yes, but also cultivate an attitude of adaptability, continuous learning and curiosity. Because in this digital age, the people who go the farthest are not just the smartest – they are the ones who never stop growing.



BEYOND the stethoscope: engineering humanity into health

BY PROF SUDESH SIVARASU, SARCHI CHAIR IN BIOMEDICAL ENGINEERING AND INNOVATION AT UCT I've never held a stethoscope professionally – yet every day, I listen closely to the rhythms of human lives through machines, sensors and innovation. As a biomedical engineer, my job isn't to diagnose disease, but to design the tools that help those who do. In many ways, I stepped out of the traditional clinic to enable it better – from the outside in.

"Technology should not dehumanise healthcare - it should make it more human." My journey began not in a lab coat, but in electronics and instrumentation. I was fascinated by how machines worked and obsessed with making things move, light up, or respond. After a serious accident disrupted my career plans, I was redirected – quite reluctantly at first – into a master's in biomedical engineering. I had no idea then that this "Plan B" would transform into a lifelong mission to redesign healthcare for those who need it most.

Today, I lead the Biomedical Engineering Research Centre at UCT. My daily work involves designing medical devices – from emergency ventilators during COVID-19 to low-cost diagnostic tools for underserved communities. Every project starts with one question: "What does the patient need?"

Humanising the digital future

"Technology should not dehumanise healthcare – it should make it more human."

We live in an age where AI, robotics and digital health solutions are redefining medicine. But this isn't a story of machines replacing humans – it's about humans designing better systems with the help of technology. At UCT MedTech, we design with communities, not just for them. Our innovations are not imported ideas – they are contextual, affordable and culturally sensitive.



THE MEDTECH MASTER PLAN

The South African government recognises the pivotal role of medical technology in advancing healthcare and economic development. In that vein, the SA **Medical Technology** (MedTech) Master Plan aims to create a digitalised. integrated and cohesive ecosystem that supports development, growth and competitiveness in local medical technology. It targets creating 1,000 new jobs, reducing the trade deficit by 5%, and boosting local production by R1 billion over the next few years.

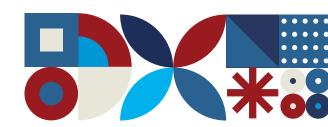
My average day is filled with blueprints, prototypes and conversations. I meet with engineers, clinicians, students and patients. We brainstorm solutions ranging from Al-enabled rehabilitation tools to telemedicine platforms for remote diagnostics. I also teach – because inspiring the next generation of socially conscious innovators is just as important as the devices we build.

The road less clinical

Leaving the clinical space behind (or never entering it in the traditional sense) doesn't mean stepping away from impact. It means finding new paths to it. For students exploring career options in health and tech, here's my advice: follow problems, not titles. Don't be afraid of ambiguity. And above all, build things that matter. Biomedical engineering sits at the intersection of humanity and innovation – and right now, our digital pulse is beating faster than ever. Your journey beyond the stethoscope could be the heartbeat someone else desperately needs.

So let's join this journey of creating appropriate health technologies and creating an innovative future that assures a sustainable and healthy future – not just for Africa, but through African solutions, for the rest of the world. Biomedical engineering sits at the heart of South Africa's digital pulse. As a country, we are poised to lead the continent in healthcare innovation – and students like you are the future of that movement.

"In the lifetime of a clinician, they might treat 50,000 or even 100,000 patients. But if you design even one appropriate medical device, that one invention could help millions over generations."





Renewable ENERGY in South Africa

BY **SARAH JAMES**, CONTENT MARKETING MANAGER AT ENERGYNET

Renewable energy in South Africa is a hot topic – and not just for South Africa.

Solar, wind, geothermal and hydropower are renewable sources, meaning we'll never run out of them. Plus, there's green hydrogen – created from renewables and predicted by many as the fuel of the future, and South Africa is ideally suited to produce it.

In contrast, fossil fuels like coal, oil and gas take millions of years to form, release harmful greenhouse gases, and are major drivers of climate change. And South Africa currently relies on coal for about 80% of its electricity.

But this is changing!

"Renewables are now cheaper in most countries and generate three times more jobs than fossil fuels."

United Nations
 Climate Action

Renewables are on the up!

Renewable energy is a rapidly growing sector.

- In 2021, **South Africa was one of the first countries to agree** on a Just Energy Transition Partnership (JETP) at COP26, to help it transition to clean energy.
- SA also launched a competitive procurement programme for renewable energy called the Renewable Energy Independent Power Producer Procurement programme (REIPPP). This now contributes to around 5% of South Africa's total energy supply, and is set to grow.
- SA has incredible wind and solar resources, and an ambitious target of increasing renewables in its power mix from 11% in 2023 to 41% by 2030.

"The target for any young person should be to have a career in the service of one's community and society – and energy is as pivotal as it can get."

Gqi Raoleka,
 MD of Pele
 Green Energy

Why energy matters

In Sub-Saharan Africa alone, 600 million people live without access to electricity, including three million in South Africa. We need electricity for homes, schools, hospitals and businesses. Energy builds education and economic growth, and it transforms lives.

What are the opportunities?

Renewable energy is not just about engineering or technical skills – it's a multidisciplinary field. Graduates in science, engineering, commerce, humanities and law are in demand. Renewable energy generates jobs!

1. Engineering and technical careers

- Solar and wind energy engineers are needed for designing solar panel systems or wind turbine farms.
- Energy storage specialists experts in battery technology, grid management and power systems will play a key role.

2. Business and finance careers

- Financial analysts specialising in renewable energy markets and financing models are needed.
- Project managers will ensure the smooth integration of new technologies, from construction to implementation.

3. Policy and legal careers

 Environmental lawyers and policy advisors are vital to navigate regulations, support international agreements and advise on sustainability practices.

4. Tech and innovation careers

- Smart grid developers and AI specialists optimise energy usage, forecast power demand and ensure grid resilience.
- Data analysts are needed to interpret trends, monitor performance and optimise energy output.

The sector also needs all the support functions you would expect in a growing industry – sales, marketing, HR, recruitment and more.

From developers and solution providers like JUWI South Africa, Pele Green and Scatec, to global technical firms such as Siemens Energy and Schneider Electric, to law firms and institutions such as Standard Bank and Nedbank CIB, graduates are needed, and exciting career paths are ahead.

Find out more about careers in energy at the YES! Youth Energy Summit, taking place 18-20 June 2025 at CTICC 2 Cape Town, where it will be running alongside the Africa Energy Forum.



Your skills. Your impact. Your future in the PUBLIC SECTOR

BY LINDA NDUNGANE AND SERGIO MONGALE, AGSA When you think about making a real impact in South Africa, where do you see yourself? Building cutting-edge infrastructure? Ensuring that public money is used to improve communities? Shaping policies that drive economic growth?

The truth is, the public sector isn't just about government jobs, it's about being part of something bigger.

For South Africa to thrive, it needs bold, innovative, and skilled young professionals – people who see problems and create solutions, who want to use their talents to build the country and transform lives. That's where you come in.

It's where change happens

Think about the roads you drive on, the hospitals that provide care and the schools that educate future leaders. Every part of daily life is connected to the public sector. Behind these essential services are professionals, engineers, accountants,

IT specialists, economists and legal experts who ensure that things work the way they should.

While many young professionals look to the private sector for career growth, the public sector offers something unique: purpose, impact and the opportunity to shape the future of the nation.

Professionalising the public sector

A promising development in recent years has been the growing recognition of the need to professionalise the public sector. There is increasing recognition that professionals in finance, law, engineering and IT are not just beneficial but essential for the government's sustainable growth and efficiency. To function optimally, the public service must attract the country's brightest minds – individuals who can effectively shape policies, implement impactful development programmes and improve citizens' quality of life.

The presence of skilled individuals in government directly influences communities because it is through their expertise that the government can have well-managed healthcare systems, reliable infrastructure and improved public service

Here's why you should consider it:

If you have a passion for problemsolving, financial management, and making a difference, then the public sector is the gateway to an impactful career. Here's why it's an incredible opportunity:

***** Hands-on experience.

You will work with real government institutions, ensuring accountability in public spending.

* Nation-building impact.

Your work will contribute to a stronger economy and a more efficient public sector and country.

***** Career growth. You will gain skills that are highly valuable in both the public and private sectors.

***** A sense of purpose. You are not just getting a job, you are joining a movement for ethical leadership and transformation.



delivery. A competent and professional public sector is the foundation of a functional democracy.

Despite common misconceptions that the public service is less appealing than the private sector, it remains one of the most impactful career choices for those who seek to contribute to building the nation.

As South Africa marked 30 years since the advent of democracy in 2024, the public sector still continues to face many challenges. While often criticised for inefficiencies, it also holds immense potential for transformation, growth and societal impact, standing to improve the lived realities of citizens. With the right expertise and leadership, the public sector can serve as the backbone of a thriving nation. Will you be the key to unlocking this potential?

Imagine looking back at your career and knowing that you played a part in shaping South Africa's future. Whether it's through auditing, policy-making, infrastructure development, or technology, young professionals like you are the ones who will drive change.

Choosing the AGSA as your pathway into the public sector goes beyond securing employment – it is about being a part of a movement that upholds accountability, ethical leadership, transparency, service and good governance. If you are interested in being part of the Graduate Programme, reach out to graduaterecruitment@agsa.co.za.



The JOURNEY to becoming an industry leader

BY DAVID BUCKHAM, FOUNDER AND CEO OF MONOCLE

As the founder and CEO of Monocle, a South Africa-based management consulting firm with an international footprint and offices in London, Amsterdam, Johannesburg and Cape Town, I am often asked to talk about how I started it all and to describe my entrepreneurial journey. Usually, I turn down these opportunities, making the excuse that one could hardly call me a successful entrepreneur, having only succeeded once.

But this is not entirely true, because, in fact, I did fail several times before being fortunate enough to recognise that Monocle may actually become successful and then putting my all into it and managing to convince exceptional people to join me.

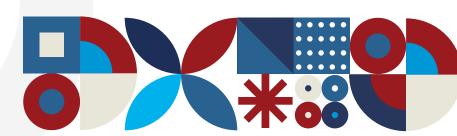
From the outset, I want to point out that there is a certain degree of irony in promoting the idea of

entrepreneurship as a viable career option. And this would appear to be even more true given that most of you will have studied hard for so many years in finance or architecture or business, or in the humanities. But, like me, the truth is that despite being at the beginning of your careers in these vocations, you probably still don't truly know what you want to be, other than knowing deep inside your souls that you want to be successful.

And that means so much more than being wealthy. That means something very much to do with being personally independent and with being held personally responsible for the outcomes in your life, and with being self-realised in some kind of authentic Aristotelian sense. It is true that in a regular job, over a protracted period, it can be very difficult to find meaning in your work, even for example as a doctor or as a nurse, but especially as a financial manager, or as an auditor.

But, if you do truly seek meaning in your work, then you will find it. And if you do seek meaning in your work environment, in your colleagues, and

Being successful has something very much to do with being personally independent and with being held personally responsible for the outcomes in your life, and with being self-realised in some kind of authentic Aristotelian sense.



Finding and keeping the right people motivated and inspiring them to iournev through life with you is the only key to success that I am certain of.

in the work product you create, then you will find happiness in it. The idea that as an entrepreneur you will be guaranteed success and wealth and meaning and happiness is unfortunately not true. In my case, it has fortunately been true and so I will briefly convey how this occurred and offer only one or two very small pieces of advice.

At UCT I studied a Bachelor of Science, majoring oddly enough in Mathematics and English, and then completed both Honours and Master's degrees in English Literature. Having completed my studies and tutored English to first-years for a few years, I could not find a wellpaid job for hell or high water. Initially, I joined a company selling computer-based training software to corporates in Cape Town but over the course of the following six years, I struggled to find an ideal job, even becoming a trader at one point for a niche investment bank. But in all these jobs, I did not achieve the success I was seeking.

After much internal strife, I decided reluctantly to move to Johannesburg, beg my parents for accommodation (which was humbling) and

start my own business, doing what I knew best: consulting to treasuries, such as the one I had worked in during my investment banking tenure, on operational efficiency and new legislation for banking. Twenty-three years later I am still doing exactly that, with Monocle having grown far beyond my imagination.

My advice? It is all, entirely, about the people you work with. Finding and keeping the right people motivated and inspiring them to journey through life with you is the only key to success that I am certain of. Working hard goes without saying. But being kind, and having empathy for others, and truly caring about other peoples' careers, is an absolute necessity for those of you who are considering starting your own businesses.

For those of you who do, remember the great weight of responsibility that will fall on your shoulders now, holding not only your own, but other peoples' well-being in your hands too.





How EMPLOYABLE are you?

For each question, select the option that best describes your current situation. At the end, tally your points to determine your employability score.

"There is no passion to be found playing small, in settling for a life that is less than the one you are capable of living."

—Nelson Mandela

1. How tailored is	your CV to the	jobs you're	applying 1	for?
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- ☐ I have one general CV I send everywhere. (1 point)
- ☐ I tweak it slightly depending on the role. (2 points)
- I tailor my CV for each job, highlighting relevant skills. (3 points)

2. How confident are you in interviews?

- ☐ I get really nervous and struggle to answer questions. (1 point)
- Lcan answer most questions but sometimes get caught off-guard. (2 points)
- I prepare thoroughly and can confidently present myself. (3 points)

3. Do you have any work experience related to your field?

- No, I've only done academic work. (1 point)
- ☐ I have some internship or volunteer experience. (2 points)
- I have solid experience through internships, vac work or part-time jobs. (3 points)

4. How strong is your LinkedIn profile?

- I don't have one or haven't updated it. (1 point)
- ☐ It's okay, but I rarely use it or connect with people. (2 points)
- It's up to date and showcases my skills, and I actively network. (3 points)

5. How would you rate your job application strategy?

- ☐ I apply to lots of jobs and hope for the best. (1 point)
- ☐ I apply to jobs I think I'd like, but don't always meet all the criteria. (2 points)
- ☐ I research companies, tailor my application and follow up. (3 points)

6. Do you know what kind of role you want? ☐ No, I'm still figuring it out. (1 point) I have a general idea, but I'm open to anything. (2 points) Yes, I have a clear target industry and role. (3 points) 7. Have you developed any transferable soft skills (e.g. teamwork or problem-solving)? ☐ Not really sure what mine are. (1 point) ☐ I know some but struggle to give examples. (2 points) ☐ I can confidently describe them and give examples. (3 points) 8. How do you handle rejection during the job hunt? ☐ I get discouraged and stop applying for a while. (1 point) I feel bad but keep trying. (2 points) ☐ I reflect, improve my approach, and keep going. (3 points) 9. Have you done any skills development or learning since graduating? No, I haven't had the time or motivation. (1 point) I've watched a few tutorials or read a bit. (2 points) l've taken online courses, earned certifications or attended workshops. (3 points) 10. How well do you network? ☐ I don't really network. It feels awkward. (1 point) I've connected with a few people but haven't followed up. (2 points) I attend events, ask for advice and maintain connections. (3 points)

Total your points:



10-15 points:

Emerging Explorer

You're just beginning your job search journey. Take advantage of our career consultations and workshops to build your confidence and skills.



16-23 points:

Work in Progress

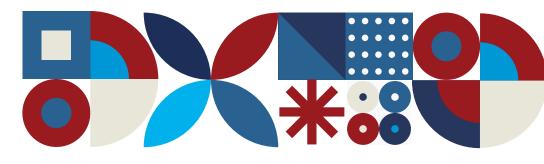
You have a solid foundation. Focus on tailoring your applications and expanding your network through our events and resources.



24-30 points:

Job Market Ready

You're highly employable! Continue using our services to maintain momentum and stay updated on opportunities.





BY **LIZA HITGE**

How to keep track of your **SKILLS**

The world of work keeps evolving, and so should your skills. Steer to where you want to be by identifying both the skills you have and still need. A record of your skills helps you portray your abilities in a credible way to recruiters.

Set-up a skills inventory

Start by creating a skills inventory. This might take a bit of time and research, but you'll never regret having a comprehensive list of what you offer employers. Your inventory will start out generic, but with time it should grow to be more specific. For instance, you might list "Effective Communication" as a skill initially, but there are more than one hundred specific communication skills such as negotiation skills, audience awareness or listening for empathy. Use a spreadsheet or document for your record and include the experience or training enabling you to develop the listed skill along with your proficiency level.

Track career role models and industry trends

To identify the skills required for the job you want, look for career role models who are where you want to be. You can do this by searching LinkedIn for individuals who are in positions and companies that you aspire to. Scrutinise their profiles for skills and courses these role models have in common. You can also look at job adverts for roles you would like to have in the future and align your skills development plan accordingly.

Ask peers, mentors and supervisors what they think your skills are. This will give you an objective opinion on what you are good at and what you still need to improve.

Reflect on experiences

When you transition from university to employment, most of your experience will have been gained in class projects and activities outside of the classroom. It might not be pleasant to think back to the conflict you dealt with in committees and the mistakes you made, but these are valuable experiences to evidence how you applied your skills and grew.

Add these examples to your skills inventory with a brief description of the situation, what action you took, skill you used and what the result was. So when an interviewer asks you to "recall a time when you had to deal with conflict" and how you resolved it, you will be ready.

Regularly seek feedback

Ask peers, mentors and supervisors what they think your skills are. This will give you an objective opinion on what you are good at and what you still need to improve. Also seek feedback on your application from recruiters or bursars when you were unsuccessful. It might be difficult or humbling, but how else will you know what you still need to improve?

Plan and pitch ahead

Review your CV and LinkedIn profile annually or even more regularly to update your skills section using your skills inventory. Add new skills you are developing even if they are only at a basic level. It will help motivate and keep you accountable to work on those skills.



Prep-with-a-Pro: your launchpad to the WORKING WORLD

BY NANDI NTENGENYANA AND BIANCA ROUSSEAU

UCT final years, it's almost that time. After years of early lectures, all-nighters and grinding through tests and projects, you're finally close to the finish line. Graduation is around the corner, but what comes next?

Whether you're heading into the corporate, creative, NGO or startup space, or still figuring it all out, one thing is for sure: you'll need to nail the job application and interview process. It's the bridge between student life and the working world – and it's one you'll need to cross confidently. That's where **Prep-with-a-Pro** comes in. This week-long course by UCT Careers Service is designed to get final-year students work-ready. Whether you've been attending career workshops all along or this is your first time thinking seriously about life after UCT, this one's for you.

Why it's different

Prep-with-a-Pro isn't just another career talk. We've partnered with real employ-

ers and industry insiders to bring you insights that are relevant to your degree and your career goals. Whether you're in commerce, humanities, law, science, engineering, health sciences or fine arts, we've got you covered. You'll hear directly from professionals working in industries that hire UCT graduates. From banking tips to career networking hacks, you'll walk away with tools you can actually use.

Left it late? No stress.

Even if you've just started thinking about your career, it's not too late. Our career advisors are here to guide you, point you to the right resources, and help you build your strategy for life after UCT. You can book a consultation on MyCareer.

So go on – apply for Prep-with-a-Pro. It's your career jump-start, your exit plan and your launchpad into the real world. Visit MyCareer **Events Calendar** to view this year's dates.

What's in the programme?

CV writing – Craft a CV that shows off your unique skills and experience.

Interview prep – Learn how to handle those tricky questions and present yourself professionally.

Mock interview with real employers – A simulation session with actual recruiters to give you real-world insight.

Assessment centre prep

- Get ready for multi-step interview processes used by graduate programmes.

Case study workshop -

Tackle real business cases designed with input from our industry partners.

LinkedIn profile building

 Learn how to make your profile stand out straight from current and former LinkedIn staff.

Financial literacy session – Know what to do with your money once that first paycheck lands.



How His changing your job search

BY LAMEEZ DAVIDS

Al is rapidly changing the job search game, and it's here to help you land your next role. With South Africa's high unemployment rate of 32.1%, job seekers like you can benefit from these innovations, making your job search process faster, smarter and more efficient. The rise of Al in recruitment not only opens up more opportunities but also pushes you to develop new skills.

How can it help you?

Platforms like LinkedIn, Indeed and Glassdoor: These use AI to suggest job opportunities based on your profile, skills and past searches. To make sure you get the most relevant suggestions, keep your profile updated with your latest skills, certifications and experience. You can even set up job alerts so the platform sends the perfect roles straight to your

inbox, based on your preferences like location, salary expectations and industry. Use LinkedIn to build connections with professionals in your field of interest. The more you engage with people in your industry, the better its algorithm will get at suggesting similar profiles.

Zety can help you build a professional, Applicant Tracking System (ATS) friendly resume. Al-powered suggestions ensure that your CV is optimised for job application systems that most employers use today. If you're unsure about the right skills to highlight from a job ad, tools like ChatGPT or Gemini can help you extract and identify key requirements to tailor your CV.

Job trackers: There are many of these out there, but <u>Teal</u> has a good free offering. Use their platform and browser extension to plan and keep track of your various applications. It also uses Al to help with your CV, cover letters and interview practice.



How is it helping recruiters?

** ATS tools: Employers now use ATS, which scan CVs for keywords, qualifications and experience. These tools automatically shortlist candidates, so if your resume isn't formatted correctly or lacks the right keywords, you might be passed over. To increase your chances, make sure your CV is ATS-friendly and includes the skills and keywords employers are looking for.

* Chatbots and video interviews:

Al chatbots are often used for prescreening. These bots can ask you basic questions and schedule interviews, saving employers time. Some employers are also using video interviews powered by Al, which allows them to assess your soft skills (like communication) and evaluate your responses before inviting you to a formal interview.

** Al-powered assessments: To test your technical skills, employers are increasingly using Al-powered assessment tools. These tools give employers a better idea of your capabilities through simulations, coding challenges or personality tests, helping them assess your skills objectively.



Consider reaching out to the UCT Careers Service. We offer resources and guidance to help with your job search, whether you want to explore non-Al options or simply need advice.

By understanding how to leverage Al tools in your job search, you can stay ahead of the competition and set yourself up for success. Whether you're fine-tuning your CV, building a network or preparing for interviews, Al is a powerful ally in your quest for employment.

So, get ready to embrace AI, make it work for you, and take control of your career journey!

Want to steer clear of AI?

If you'd rather take a more traditional route, or if you want extra support, consider reaching out to the UCT Careers Service. We offer resources and guidance to help with your job search, whether you want to explore non-Al options or simply need advice. You can visit our website at UCT Career Services, or check out the student portal for job postings, webinars, and much more: MyCareer UCT.



How to make your stand out BY KARMEN N TALENT MANA

In the competitive job market, creating a standout CV is essential. Here are key strategies to help you craft a compelling CV that captures employers' attention:

1. Tailor your CV for each application

Customising your CV for each job application is one of the most effective ways to stand out. Highlight relevant coursework, internships and projects that align with the job requirements. This not only demonstrates your genuine interest in the position but also shows that you have researched the role and the company.

2. Use a clear and professional format

First impressions are crucial, and a well-organised CV can significantly impact how you are perceived. Use a clean, professional layout with clear headings and bullet points to enhance readability. Stick to a standard font and size, ensuring there is enough white space to avoid clutter. A visually appealing CV can help you stand out among many applications.

3. Start with a strong personal statement

Your personal statement is your chance to make a memorable first impression. Write a concise summary that highlights your career goals, key skills and what you can contribute to the company. Tailor this section for each application to reflect your enthusiasm for the role.

4. Highlight relevant skills and experiences

Showcase skills that are pertinent to the job you're applying for, including hard skills (technical abilities) and soft skills (e.g. communication, teamwork, problem-solving). Use specific examples from academic projects, internships or volunteer work to illustrate how you've applied these skills in real-world situations.

5. Include quantifiable achievements

Quantifying your achievements provides concrete evidence of your capabilities. Instead of stating you "improved sales," specify that you "increased sales by 20% over six months." Numbers make your accomplishments more impactful and memorable.

6. Leverage keywords

To increase your chances of passing through ATS, incorporate relevant keywords from the job description into your CV. This shows that you understand the role and its requirements, making your application more likely to be noticed.

Typos and grammatical errors can undermine your professionalism. Always proofread your CV multiple times and consider asking a friend or mentor to review it

7. Keep it concise

Your CV should ideally be one page long, especially as a recent graduate. Be selective about the information you include, focusing on the most relevant experiences and skills. Avoid unnecessary jargon and keep your language clear and straightforward.

8. Include a cover letter

A well-crafted cover letter can complement your CV and provide additional context. Use it to explain your interest in the position and how your background makes you a suitable candidate. This is another opportunity to showcase your personality and enthusiasm.

9. Additional sections

Consider including these sections:

- Awards and recognition: Any accolades received during school or university.
- Relevant tools and software: List technical skills or software you are proficient in.
- Language skills: If you speak multiple languages, include this information.

Avoid these common mistakes:

- Confusing format and hard-toread fonts: A cluttered layout makes it difficult for recruiters to find key information.
- Neglecting keywords: Many
 CVs must pass through Applicant
 Tracking Systems (ATS) that only
 recognise specific keywords from job
 descriptions.
- Spelling mistakes: Simple errors can cost you an interview, as they create an impression of carelessness.

Edit, edit and edit again!

Typos and grammatical errors can undermine your professionalism.

Always proofread your CV multiple times and consider asking a friend or mentor to review it. A fresh set of eyes can catch mistakes you might have overlooked and provide valuable feedback.

Remember, your CV is not just a list of experiences; it's a marketing tool that showcases your unique value to potential employers. Good luck!



BUDGET-FRIENDLY job search resources

BY REITUMETSE MENTOR

Looking for employment opportunities without spending much? Here are several budget-friendly resources and strategies to help with your job search.

Career expos at universities

Career expos cover a wide range of sectors and offer students the opportunity to meet and network with top local and global organisations.

The South African Graduate Employees Association (SAGEA)

SAGEA organises events like career fairs and online events specifically targeting graduates and students, many of which are free to attend.

Keeping track

You can either use a spreadsheet or Teal's free job search tracker (which also has a browser extension) to keep track of your job applications. Mailtrack is a Gmail extension which tells you if your emails are being opened.

Leverage Al

Go ahead and use generative AI to save time and enhance your resume, but do not let it create your whole CV or

cover letter. You can, for example, ask ChatGPT to generate important keywords from a job listing, then incorporate it into your application yourself.

Social media

LinkedIn – connect with professionals, follow companies and search for job and internship opportunities, all for free. It's a powerful tool for networking, and many employers use it to post job openings.

X – Keep an eye on hashtags like #JobSearch, #SouthA-fricaJobs and #HiringSouthAfrica. Many companies and recruitment agencies post openings with these.

Facebook job groups – Many South African cities have groups dedicated to job postings, such as "Jobs in Cape Town" or "Job Seekers South Africa." Joining these groups allows you to keep up with real-time job postings.

Online courses and skill development

LinkedIn Learning offers a free trial during which you can take a variety of online courses to enhance your skills and make your CV stand out. Other platforms like Udemy offer affordable courses on a wide variety of topics.

Your Careers Service

Look on our website for free job search resources, attend career talks, and find information about employer presentations.



What to know about VIDEO INTERVIEUS

BY SHALIN LEDWABA, HEAD OF TALENT ACQUISITION AT BOWMANS

Video interviews allow hiring managers to efficiently compare candidates without delaying the hiring timeline, eliminating scheduling complications and delays. As a modern recruitment method, it uses video technology to conduct interviews, allowing candidates to respond to questions in a standardised format. This approach has gained popularity due to its efficiency and the unique advantages it offers both employers and candidates.

Types of video interviewing

- Live video interviews: Conducted in real-time using platforms like Zoom, where candidates interact directly with interviewers.
- Pre-recorded video interviews:
 Candidates record their
 responses to a series of questions

presented on their screen, allowing interviewers to review the responses at their convenience.

Why do employers use it?

Video interviews reduce time-to-hire by speeding up the recruitment process and provide greater scheduling flexibility. It also minimises delays or cancellations, and facilitates collaborative hiring by allowing team members to easily participate. Additionally, video interviewing expands the candidate pool by removing geographical barriers, enables sharing of interviews with multiple decision-makers, incorporates multimedia elements, and is cost-effective by reducing travel and accommodation expenses.

Disadvantages

Despite its advantages, video interviewing has some drawbacks. Connectivity issues can disrupt the interview process, background noise or distractions can affect the quality of the interview, and ensuring the right platform is used can be challenging.

How to prepare:

- Choose a quiet, tidy room with a simple background. Maintain good posture, eye contact and enthusiasm. Ensure your computer audio and internet connection are stable, and practice using your video equipment. Dress appropriately to make a good impression.
- Avoid poor technical setup, inappropriate dress, lack of engagement, distractions in the background, not understanding the interview format, poor time management and being unprepared.

By following these guidelines, candidates can make a strong impression in their video interviews, while organisations can benefit from a streamlined and efficient hiring process.

Your first creative work PORTFOLIO

BY KARIN VAN LAEREN, GRAPHIC DESIGNER AT GAPDESIGN

When you are applying for a creative role, chances are you will need to include a portfolio. This doesn't have to be a daunting task – here's how to put it together.

Mise en place

Any experienced cook will tell you that meals come together faster when you have your ingredients prepped and ready. The same goes for your portfolio – get together all the files that you are going to need, and make mock ups of your work if necessary. Keep it organised – name your files clearly and organise it according to type or project.

What do you include?

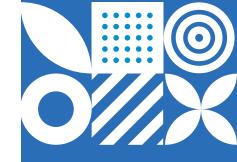
As with most things, quality counts more than quantity. Unless you only have five items, don't include every single project (aim for a maximum of 10). Think back to the types of projects you enjoyed doing, and only include those (if you hate baking cakes, why would you advertise that you can do it?). As a student, you will naturally want to include assignments – just make it clear in your description! Whatever you include, keep it relevant to the job you are applying for.

Choose your platform wisely

There are many options out there – online and off. Some website builders make the process very easy! Whatever you choose, ensure that it is very easy to open or view, and that your best work is immediately visible. No recruiter is going to spend time clicking through 20 pages on a website.

Check it twice

After reading through it yourself and editing your work, give it to somebody you trust to give it a proper check. Is it free of grammatical errors? Is it concise? Are all images high quality?



A few more quick tips:

Don't bury the lead. Put your best work right at the top or front of your portfolio!

Give context.
Don't leave anything
up to guessing – add
descriptions and
explain your process
for every project.

Make it interactive.

If you are showcasing projects that live online, add the link! And don't forget to add your LinkedIn profile.

Show off your **E** during interviews



BY SIHLE KAMUSHINDA. **GRADUATE PROGRAMME MANAGER AT NEDBANK**



DID YOU KNOW?

According to a study by TalentSmart. emotional intelligence (EQ) is responsible for 58% of job performance.

Showcasing EQ during your interviews can set you apart from other candidates. Emotional intelligence involves understanding and managing your own emotions, as well as recognising and influencing the emotions of others. Here are some tips to help you demonstrate El during your next interview:

Prepare thoroughly

According to a study by CareerBuilder, 49% of employers say they can tell within the first five minutes of an interview if a candidate is a good fit. So, be sure to prepare thoroughly for your interviews. Preparation is key to managing anxiety. Research the company, understand the job role, and practice common interview questions. This will help you feel more confident and less anxious.

Stay present and calm

During the interview, focus on the present moment. Practice mindfulness techniques such as deep breathing or grounding exercises to stay calm and centred. This will help you respond thoughtfully and with confidence. It's natural to feel nervous, however, try your level best to keep your emotions at bay. If you feel overwhelmed, take a moment to pause and collect your thoughts. Remember, it's okay to take a brief pause before answering a question. I once had an interview where I felt extremely nervous. I took the opportunity to calm myself down by taking a sip of the water offered to me at the beginning of the interview. This helped me stay present, calm down and helped me focus on the questions being asked.

Communicate clearly and confidently

Speak clearly and confidently, but also be aware of your body language. Maintain eye contact, sit up straight and use open gestures to convey confidence and openness. Body language accounts for 55% of communication, thus be very mindful that your words and body language are in unison. The mindfulness techniques expressed above will also help you keep nerves ticks such as constantly tapping your leg or excessively using your hands when talking.

In closing, showcasing emotional intelligence during an interview not only helps you stand out as a candidate but also demonstrates your ability to handle stress, communicate effectively and connect with others. Remember that rejection is part of the job search process. If you don't get the job, use it as a learning experience. Ask for feedback, reflect on what you can improve, and stay positive. Every interview is an opportunity to learn and grow, bringing you one step closer to your ideal job.

How to leverage your social and cultural CAPITAL



BY DOMINIC GAOBEPE,
DIRECTOR AND SPEAKER
AT COHESION COLLECTIVE

That moment, though small, was seismic. "You are on your own," I realised. From then on, I'd have to navigate the academic world independently. When I was 10 years old my mother won a R10,000 jackpot at a slot machine in Morula Sun (Pretoria). It was somewhat of a family tradition to spend New Year's Eve there given the fireworks display they had at midnight – my mother's unexpected jackpot wasn't just a stroke of luck; it was providence. Earlier that year, a teacher in my township school had seen something in me. She urged my parents to take a leap, to move me to a then Model-C school in 1995. She saw potential, and feared it would be extinguished in the township school system.

At age 11, in grade five, the reality of my new environment hit hard. I remember a specific homework assignment, a moment where I asked my mother for help. I saw the flicker of confusion in her eyes, the silent acknowledgment that she couldn't assist. To preserve her dignity and not embarrass her, I mumbled something about needing to clarify with the teacher. That moment, though small, was seismic. "You are on your own," I realised. From then on, I'd have to navigate the academic world independently.

Fast forward to 2004, at Rhodes University. Suddenly, I was immersed in a world I barely knew. My peers were from the best private schools, and their parents were diplomats, CEOs and influential figures. We were all students, but I knew our paths wouldn't be equal. I was acutely aware that some of my peers, while sharing the same qualification, had access to opportunities that were not readily available to me. This was my initiation into the power of social capital.

Social capital

Social capital, put simply, is who you know.

It's the network of trusted individuals who challenge, support and connect you. My school days highlighted the disparity. While I struggled to find academic support, my peers with professional parents had a built-in advantage. At university, I witnessed how networks could create shortcuts to success

Don't let these inequalities dishearten you. Instead, use them as motivation. Build genuine relationships with your peers – ten years from now, they'll be your professional network. Be deliberate in fostering these connections; they'll open doors you can't imagine. In your first job, actively cultivate professional and social relationships. Those connections will be invaluable.

Cultural capital

Then there's cultural capital, "what you know." It's about critical thinking, understanding diverse perspectives and adapting. It's about being the person others want to be around, the one who inspires growth. When you are a person who can engage with different people of different identities, when you can engage ideas and different world-views without being offended... You become the kind of person that others want to be around and associate with because they grow within your presence.

Organisations have distinct cultures. Your ability to adapt builds trust. Leaders do business with those they know, like and trust. Make yourself ...when you can engage ideas and different world-views without being offended...you become the kind of person that others want to be around and associate with...Leaders do business with those they know, like and trust. Make yourself that person.

that person. Cultural capital is also influenced by background. Those from privileged backgrounds often fit seamlessly into corporate cultures. But don't despair if that's not your story. Your social network can be your classroom, teaching you to adapt and thrive in any environment.

In essence:

SOCIAL CAPITAL is your network (who you know)

CULTURAL CAPITAL is your knowledge, skills and how you present yourself.

Both, far more than hard work alone, are **CRUCIAL** for career success.

They are THE KEYS **TO NAVIGATING a** world where talent is valued, but connections and adaptability are paramount.



Landing a permanent job as an INTERN BY SIMPHIWE DLULANI

Securing a permanent job after an internship might not be straightforward, but having the right mindset can see you transition into a full-time job effectively.

Employers are seeking individuals who are not only qualified but who can adapt and take the initiative. To heighten your chances of success, focus on your mindset, positioning, experience, CV preparation and networking.

Adopt a growth mindset

Your attitude matters. Employers like interns who are proactive, eager to learn and open to positive criticism. Embrace challenges, take initiative, and consider failures as opportunities to learn. Being proactive and willing to learn can set you apart from other interns.

Excel in your internship

An internship is a platform for a job. Approach all assignments professionally, show interest and exceed expectations. Volunteer to take on added responsibilities, inquire insightful questions, and build connections with co-workers. Your conduct and performance while interning could influence hiring.

Sharpen your CV and LinkedIn profile

Your CV and LinkedIn profile should highlight your skills, achievements and experiences gained during your

internship. Customise your CV for each job application to align with the role's requirements. On LinkedIn, use a professional photo, craft a compelling summary and request recommendations from supervisors to enhance your credibility.

Network strategically

Networking can also help you to get a job. Attend our career events, connect with professionals on LinkedIn, and engage in professional conversations in industry. Network continuously with your interns and mentors – a job referral and reference from them could be so useful.

Prepare for job interviews

When interviewing for permanent positions, be well-prepared for interviews. Learn about the company, rehearse typical interview questions and clearly state your value. Utilise the STAR method (Situation, Task, Action, Result) to frame your answers, highlighting your problem-solving and teamwork abilities.

Be open-minded and persistent

If a permanent job is not ready to be given, consider contract or temporary work because some companies eventually hire their temporary employees as full-time staff. Be flexible, continue to apply, and continue learning.

By maximising your internship experience and being proactive, you will be more likely to secure a satisfying permanent job. Good luck in your professional journey!

TIP5 for a healthy work-life balance

BY MALIBUYE COSSIE AND ZUBENATHI NDLWANA, NORTON ROSE FULBRIGHT



As important as it is to put in the hard work, it is equally important to set aside time to look after your physical, mental and emotional well-being.

On estimate, the average South African spends about a third of their waking hours during the week working. Striking a balance between your work and your personal life is thus of paramount importance.

Plan time

Time management is of the utmost importance for establishing a work-life balance. Stressing over low priority tasks or procrastinating until work mounts are surefire ways to ensure that you spend unnecessary hours in the office. To avoid this, organise work tasks according to their urgency and a rough estimate of how much time they will take to be completed, and compile a to-do list. Prioritise those with impending due dates and ensure that you set out enough time to give each task the attention it deserves. Keeping track of deliverables and deadlines will go a long way to ensuring that you are completing work efficiently and not fretting over tasks that can wait until tomorrow.

...organise work tasks according to their urgency and a rough estimate of how much time they will take to be completed, and compile a to-do list. Prioritise those with impending due dates and ensure that you set out enough time to give each task the attention it deserves.

Set boundaries

It can be particularly difficult as a junior, but setting boundaries for work and personal time is essential for preventing work from encroaching on personal time. Boundaries can include learning how to say "no" to colleagues and setting your working hours. The latter is particularly important given the prevalence of remote work arrangements and the challenge they can present for disconnecting from work. When setting boundaries, it is important to be mindful of the demands of your workplace and be respectful in communicating them to your coworkers.

Self-care

While self-care often conjures up images of spa days, it actually encompasses all activities that help nurture your physical, mental and emotional well-being. Whether it is putting aside time to exercise or connect with family and friends, or spending time doing things that bring you joy and allow you to take a break from your job. This is important for stress management and preventing burnout. Despite it seeming counterintuitive, self-care is also important for maintaining your performance levels at work.

It is easy to get caught up in the grind. Try to remember that work is not your be-all and end-all. Too much of anything is not a good thing, and work is no exception.



Myth busters: how to spend your **SALARY**

BY THABANG WAKAMA AND GARETH MATTHEWS, RMB

When it comes to financial advice, not all sources are created equal. Your friends might mean well, but some of their tips could lead you astray. That's why we're stepping in to debunk common financial myths.

As a bank previously recognised as the best private bank for ultra-high-net-worth individuals, we combined this expertise with a proven track record to help you make more informed decisions when it comes to your finances.



Myth: Financial advice is only for wealthy people and those nearing retirement.

Reality: Financial advice should be the precursor to any financial decision you make, regardless of your income. Private advisors will work with you to create a financial plan that aligns to both your current financial situation and your financial ambitions. It will also include your ambitions for retirement – because even though it seems like a long-term consideration, it's best to start early.



Myth: Budgeting is there to limit you and the fun you can have.

Reality: Budgeting helps you take control of your finances. It's the foundation of financial management and will help you allocate your income towards necessary expenses, savings and spending for non-essentials, allowing you to enjoy your money while still being responsible.

Consider the 50/30/20 rule: allocate 50% of your income to needs (rent, groceries), 30% to wants (entertainment, dining out), and 20% to savings and debt repayment. A well-structured budget can provide clarity and peace of mind, enabling you to make informed financial decisions without feeling deprived.

It will be crucial to understand your net salary (income minus taxes and other deductions) to structure and commit to a realistic budget. According to a recent survey, nearly 40% of new graduates underestimate their takehome pay, which can lead to budgeting miscalculations.

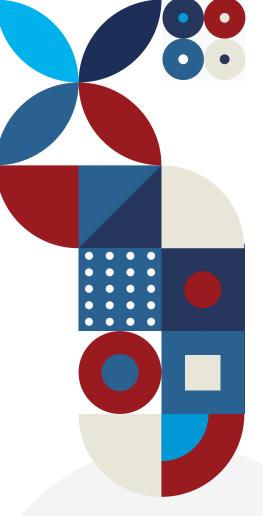
Wealth comes from managing money wisely, starting with something as simple as budgeting.



Myth: Credit cards are just for debt.

Reality: When used responsibly, credit cards can help build your credit score which would make it easier to apply for additional credit in future, like a home loan or financing for your next vehicle. Payment options are available like paying off the balance in full each month to avoid interest or paying 10% of what's due consistently without interruptions.

Navigating your first full-time salary doesn't have to be overwhelming. Remember, it's not just about how much you earn, but how you manage and grow that income.





DID YOU KNOW?

At SAOTA, 1 in 3 architects is under the age of 27. Young graduates don't just join the team – they help shape the direction of it.

Why POST GRADS stand out in the workplace

BY EDWARD PEINKE,
SENIOR ASSOCIATE AT SAOTA

What if your greatest strengths aren't just what you know, but what you're willing to ask? How do you listen, collaborate and respond when the ground shifts beneath a project?

In practice, architecture becomes a conversation – between people, ideas, and place. Postgraduate study brings depth, but it's often a questioning mindset, and the ability to translate thinking into action, that helps graduates find their rhythm in the studio.

Skills like clear communication, curiosity, adaptability, and emotional intelligence can make the transition from academia more fluid. Digital fluency is important – but so is knowing when to slow down, listen, and ask better questions.

Some of the most inspiring graduates I've worked with are those who stay curious and grounded, generous with their thinking, and open to growth.

So as you step from school into studio life – and into the world – ask yourself: what makes you, you? What do you bring, beyond your portfolio? Start there. That's often where the magic begins!

Postgraduate study brings depth, but it's often a questioning mindset, and the ability to translate thinking into action, that helps graduates find their rhythm in the studio.

Beyond academia: ALTERNATIVE CAREERS for postgrads

BY SABERI MARAIS, INNOVATION COMMER-CIALISATION MANAGER AT UCT As a postgraduate student, the path ahead may seem predetermined: academia, teaching or research. However, the landscape of careers for advanced-degree holders is evolving.

With increasing emphasis on innovation-driven economies and commercialisation of research, the demand for professionals who can bridge the gap between research and real-world applications is growing.

Increased venture capital interest in deep-tech startups and the push for local manufacturing of high-tech products mean that research-driven careers beyond academia are more relevant than ever.

Internationally, on translational between discovered ments are investigated that connect unitational sizes research of economic grown for those skiller Additionally, inclinationally, inclinational sizes research of the seconomic grown for those skiller academia are more relevant than ever.

Internationally, there is a growing emphasis on translational research – bridging the gap between discovery and application. Governments are investing in innovation ecosystems that connect universities with industry. In South Africa, the National Development Plan emphasises research commercialisation as a driver of economic growth, creating more opportunities for those skilled in innovation management. Additionally, increased venture capital interest in deep-tech startups and the push for local manufacturing of high-tech products mean that research-driven careers beyond academia are more relevant than ever.

Commercialising your own research with a startup is therefore a viable option. Many universities, including UCT, offer support programmes for researchers interested in launching businesses. Organisations like UCT's GSB Solution Space and the Research Contracts and Innovation (RC&I) office provide mentorship, funding and networking opportunities. Successful research-based startups in Africa have focused on sectors such as healthtech, agritech and fintech, proving that science-driven entrepreneurship is on the rise. Humanities students can leverage their expertise in entrepreneurship, creative industries and heritage management.

Another exciting career path is **technology transfer and commercialisation**, where professionals facilitate this transition of university research into market-ready products and services. This involves evaluating intellectual property (IP), negotiating licensing deals and supporting startup formation. UCT's RC&I office plays a key role in this process. With South Africa's push for innovation-driven growth, demand is rising for individuals who understand both scientific research and commercialisation pathways.

If you have an interest in law, patent law and intellectual property (IP) management could be a great fit. This requires an

understanding of both science and the legal frameworks governing innovation. Patent attorneys help protect new inventions, negotiate licensing agreements and navigate the complexities of IP law. Although this career typically requires additional legal qualifications, it offers high earning potential and exposure to cutting-edge technology. Humanities graduates can explore legal consulting, contract negotiation and intellectual property management in the creative industries.

For those interested in regulatory compliance, careers in **regulatory affairs and quality assurance** offer rewarding opportunities. These professionals work with companies and government agencies to ensure that products meet safety standards. With the expansion of biotechnology and healthcare industries in Africa, regulatory expertise is becoming valuable. Humanities graduates with legal or policy expertise can play a role in regulatory ethics, corporate governance and public affairs.

Acareer in science policy and innovation management offers the opportunity to influence research-driven policies that stimulate economic and social development. Professionals in this field work in think tanks, regulatory agencies and government departments. With Africa's growing investment in research-led development, postgraduate students who understand innovation management can contribute to policy frameworks that enhance technological advancements and industrial competitiveness.

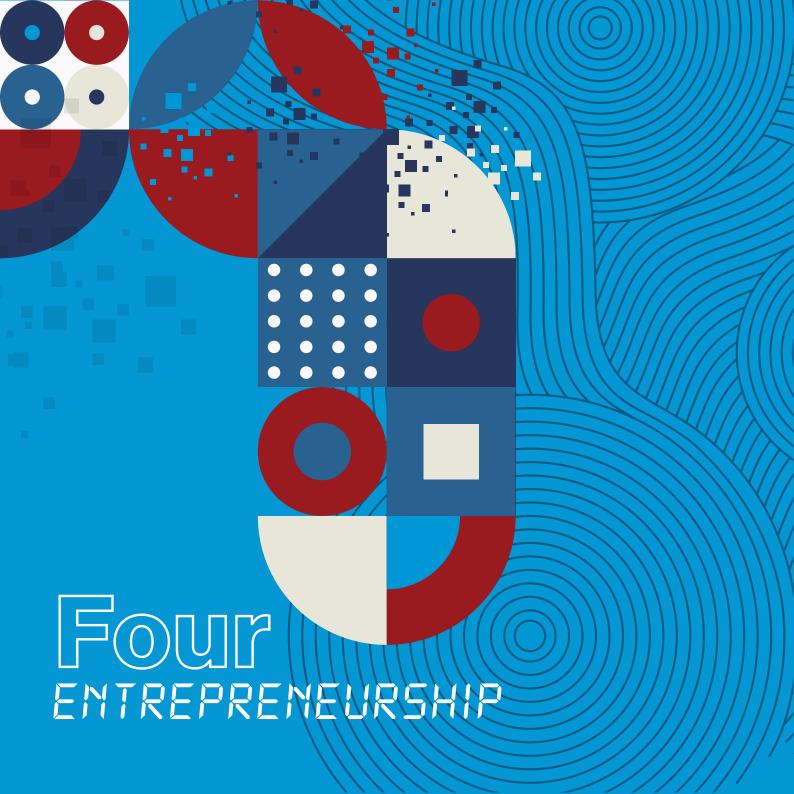
Science writers, journalists and communicators translate complex findings into accessible content for policymakers, investors and the public. Careers in science communication include working for media outlets, research institutions, NGOs and corporate communications. With the rise of digital media and increased public interest in scientific developments, the demand for skilled communicators is growing. Humanities graduates can also specialise in research communication, making complex social and historical studies more accessible to diverse audiences.

Many companies invest heavily in **research** and development (R&D) to create new products and stay competitive. Industrial R&D allows you to apply your research skills in a practical environment, often with access to state-of-the-art technology. This career suits those who enjoy problem-solving and want to see their work translated into tangible solutions. Sectors like pharmaceuticals, biotech, renewable energy and materials science are particularly active in R&D recruitment.

Postgraduates from humanities bring valuable skills in critical thinking, policy analysis and communication. Careers in **international relations**, **cultural diplomacy and development** provide opportunities to apply research expertise in shaping global policies and community projects. Humanities graduates can also bring change in research consultancy and think-tank roles by analysing complex challenges and proposing solutions.

What are my opportunities as a UCT postgraduate student?

The opportunities beyond academia are vast. Whether your interest lies in industry, policy, entrepreneurship or communication. there is a career path that allows you to apply your research skills in impactful ways. By exploring these alternative careers. you can contribute to Africa's growing knowledge economy while building a fulfilling profession. Innovation is not just about discovery -it's about application, and you have the potential to be a key player in that transformation.



COMPILED BY THERONA MOODLEY for student entrepreneurs



So, you want to develop a business? Aside from the usual advice about business planning, financial management and sales, you may be surprised to learn that effective communication skills, critical thinking, creative problem-solving, and learning how to fail smartly are equally essential.

Successful student entrepreneurs promote not only an idea, but also themselves. This is because investors invest in you as much as in your business. Do not be afraid to ask for advice or assistance from your fellow entrepreneurs, established businesses and the careers office.

The student entrepreneurs featured here offer valuable personal perspectives on their entrepreneurial journey.

They will show you how they utilised their passion to ignite an idea, the building blocks required to transform that into a business, and the grit to launch it.



JORDAN SMITH (CARTELL)

"A core skill for student entrepreneurs is learning to separate your ego from your business. The greatest lesson I learned is that your business idea will constantly evolve as challenges arise. The worst mistake you can make is clinging so tightly to your initial idea that you ignore better solutions for the sake of your ego.

YouTube started as a video dating site, Instagram began as a check-in app, and Slack originated as a gaming platform. Embrace change, it is the key to success."



OLWETHU MPETSHWA (HAIR FOR ROYALS)

"Being a student entrepreneur requires a blend of critical skills. **Time management i**s essential to prioritise tasks effectively, while financial literacy helps in budgeting and managing cashflow. Creativity and problem-solving enable innova-

tive thinking to overcome challenges, and strong networking skills foster valuable connections. Leadership, adaptability and resilience ensure effective teamwork and persistence through setbacks. Additionally, mar**keting and sales acumen** drive business growth, while digital proficiency enhances operations. Lastly, self-discipline and strategic planning are crucial for maintaining focus and achieving long-term goals."



PEARLY JOUBERT(UMAMA, NUFLO)

"Time management is crucial; balancing academic responsibilities with entrepreneurial pursuits requires prioritisation and the ability to say no to distractions. Adaptability is another essential skill. Original ideas may need to pivot based on customer feedback, emphasising the importance of falling in love with the problem rather than a specific solution.

"Moreover, adopting an experimental mindset allows student entrepreneurs to embrace failure as a learning opportunity. The mantra "fail fast, fail forward" encourages them to test ideas without fear of setbacks. Execution is perhaps one of the most vital skills; countless ideas exist, but only those who act on them can create impact. University offers a unique space to explore these avenues without the constraints often found in corporate environments. Seizing this opportunity can lead to profound personal and professional growth – truly a rewarding aspect of university life. Carpe Diem!"



MPILONHLE NGCOYA (MAKETHE)

"Tenacity. The cards won't always be on your side, and when the cards oppose you, you can't cry and ask to play darts instead. You have to keep a cool head and play with what's in your hand. The ability to remain calm under all pressure will keep you grounded at all times."



NICOLINE KRIEK (THE FRENCH PARFUMERIE)

"There are three core skills required by student entrepreneurs to run a business while studying. The first is **creativity** and the ability to innovate. This is required to come up with your 'big idea' that forms the foundation of your business. The next requirement is strong communication skills. This allows you to encourage others to believe in your vision in an environment that is not traditionally entrepreneurial. The third, and arguably the most important skill, is **self**motivation. For others to buy into your big idea, you need to believe in yourself and have the motivation to continue doing so while studying."

An Al SULUTION to the UCT parking headache

How often do you struggle to find parking on campus at UCT? With his start-up, Cartell, **Jordan Smith** is on a mission to make parking easier for all of us.

Jordan has developed Cartell, an app that offers real-time monitoring of parking availability across campus using CCTV camera footage and artificial intelligence (AI). In 2024, he

reached the final, national round in the

research-based business category in the EDHE Entrepreneurship Intervarsity Competition with his idea for this platform. More recently, he also won the University student Innovation Award at The Cape Chamber of Commerce and Industry's inaugural Academic Innovation Awards.

As he prepares to release Cartell later this year, we sat down with

Jordan to learn more about his business and ideology.

What would you say makes your business unique?

It uses a practical and straight-forward

approach to solve a huge problem. We leverage existing infrastructure like CCTV cameras and optimise it using Al, and in this way, we've created a user-friendly platform that not only saves time but reduces the daily stress students, staff and visitors face.

How did you get into entrepreneurship?

My entrepreneurial journey has always been driven by a desire to solve problems by creating meaningful solutions. And although I lack a background in tech, my team and I combined our creativity and determination, and turned an idea scribbled on paper into a functioning prototype. This journey to date has shown me that there's great power in collaboration and with resilience you can turn a vision into reality.

Let us in on your business ideology.

At its heart my business ideology is about creating value for communities. I was fortunate to grow up in a supportive community and that inspired me to give back and build solutions that can make a meaningful difference in others' lives.

What do you love most about being an entrepreneur?

It's the freedom to create and innovate. Entrepreneurship allows me to turn frustrations into opportunities and ideas into tangible solutions. It's unpredictable and often challenging, but the reward of seeing an idea come to life and positively impacting others is worth it.

What were 2024's highlights?

The Entrepreneurship Intervarsity competition was both inspiring and transformative, and representing the Western Cape at the national final was a proud moment for the team. It truly validated the hard work we'd put into Cartell.

Another highlight was the Genesis Project Expo, which was the culmination of a year's hard work and effort. The expo provided us with a platform to present our business to a wider audience, receive valuable feedback and build connections. The energy, support and insight we gained meant everything.

You've had an eventful year. Where to from here?

For Cartell, the immediate plan is to refine the platform based on user feedback and prepare for full-scale release at UCT. Beyond that, I'm also exploring partnerships with other universities and looking to pilot the technology there. The goal is to scale Cartell into a widely used, impactful solution for those facing a parking nightmare at our universities.

Having just completed my studies and with so many of my friends pursuing traditional career paths, it's been daunting to embrace the uncertainties of the entrepreneurial world. But I'm ready to face these challenges head-on. While the road ahead may be unpredictable, I see it as an opportunity to grow and make a lasting impact.

Once Cartell has officially launched, users can download the app to find parking on campus.



How to PROTECT your ideas

BY TSHEPANG KHAHLU

There are many misconceptions about IP and how it should be managed. IP includes all the intangible assets of your business, many of which can be legally protected.

As with any asset, having a well-defined IP strategy is crucial for maximising competitiveness, attracting investment and fostering collaborations. It is equally important to tailor this strategy to align with your business's evolving needs. Some IP assets may exist as unregistered rights, while others may be eligible for formal registration.

Brand, brand name and trademarks

Your **brand** represents the **image** and **identity** of the business, and it is important for how consumers perceive your products or services. Some of the elements of your brand may be protected under different forms of IP. For instance, a brand guide may be eligible for copyright protection if it meets the requirements, and the brand name could be protected through trademark registration to secure **exclusive legal rights**.

Trademarks are known as badges of origin because they **distinguish** your business, and they must be **distinctive**. They help customers associate the quality of your

business offering with your brand. They exist in the form of company logos, product names and slogans.

The Companies and Intellectual Property Commission (CIPC) allows businesses to conduct a trademark search, file a trademark application if the mark is available, and if approved, obtain trademark registration. This process ensures legal protection for your brand name, preventing unauthorised use and enhancing your brand's value.

When you've applied for trademark registration you can use the ™ sign, and you can then use the ® sign when it has been registered.

Confidential information, trade secrets and know-how

Some valuable business information may not qualify for formal IP protection, even when it is crucial for generating commercial value. This information is often confidential and must be safeguarded to maintain its strategic advantage. If exposed, the business could suffer significant losses. This could be processes, methods or standard operating procedures, and are unique to your business. It may include trade

secrets or know-how – specialised knowledge that sets your business apart from competitors. Be sure to protect it through confidentiality agreements, internal policies and secure record-keeping in order to create your competitive edge and long-term success.

Copyright

Some of your IP portfolio could comprise works protected by copyright, such as your business processes, marketing materials, software and recordings. While you don't have to register these works to have copyright protection, they must still meet eligibility criteria such as being original to qualify for copyright protection.

Domain names

Although domain names are not considered intellectual property, registering them and incorporating them into a trademark portfolio can enhance brand protection and commercial value.

Getting started with IP protection may seem challenging, but the best approach is to start taking stock of the IP and other valuable intangible assets within your business.

IMPORTANT TIPS:

- If you hire someone to design a logo, you might assume you own it. However, unless the designer assigns their copyright to your company, they legally retain ownership as the original creator.
- When marketing your products and services, make sure there is no infringement on others' IP. Conducting thorough searches and verifying ownership can protect your business from potential legal issues. Seek guidance from qualified IP legal professionals to ensure your company remains compliant.
- University students can access valuable information and support from their institution's technology transfer office, which assists with IP protection and commercialisation.



























ENGINEERING

- Thaabiet Charles
- Katherine Hartzenberg-Aeroe

HEALTH SCIENCES

- Dr Fezile Khumalo
- Luke Kuttschreuter

SCIENCE

- Azraa Bux
- Lavius Motileng

COMMERCE

- Mapaseka Setlhodi
- Harry Scherzer

LAW

- Ernst Muller
- Linda Masina

HUMANITIES

- Meekness Lunga-Ayidu
- Thobeka Aquilla Phanyeko



BACKGROUND

He has worked as Mechanical Design Engineer for Safran, Dyson and AgriRevolution. He graduated from UCT in 2019 with a BSc in Mechanical Engineering.



https://www.linkedin.

THRABIET CHARLES

Thaabiet's journey from UCT student to mechanical design engineer wasn't always smooth sailing. Despite being a top student in high school, he faced a reality check at university, strugalina academically before developing the work ethic needed to succeed. Now. he's designing cuttingedge products for Dyson in the United Kingdom, working on everything from tractors to air purifiers. In this interview. he shares his transition into the professional world, the challenges he overcame, and the technologies shaping the future of engineering.

From uni struggles to engineering success

Can you describe your current role as a Mechanical Design Engineer?

One of my main responsibilities is to come up with creative solutions that allow the company's products to satisfy our clients' needs and wants. This could be coming up with new and unique designs or even repurposing old ones. What I enjoy most about mechanical design is seeing my ideas and concepts come to life through prototyping which allows me to test whether my solutions meet expectations before sending it out for production. During prototyping, you really get to play around with components and get a more refined understanding of how to solve your design problems. I've designed parts on a wide range of things, from tractors to heaters to airplanes, and each time the feeling is the same.

I've been involved in developing the next generation of heater-purifiers you see here for the well known brand Dyson. A lot of my work involved creating an oscillation system for the machine so that it may effectively purify the entire room. My new designs are highly confidential, so I am not allowed to share what they look like, but the image here can give you an idea of the identity that will follow on the next generation of the product.

What was the transition like from student to engineer?

It was really challenging because you don't quite have an idea yet of what is expected of you. You need to make a mental shift from

You get a drive to work harder when the work finally clicks in your head and you understand the questions before you've even finished reading them.

handing in assignments to working on real life projects that need to solve issues and be profitable at the same time, which comes with its own sense of responsibility and pressure. Although this sounds daunting, it is thoroughly enjoyable. You don't have to do things alone, and you have teammates around you who are always willing to help. It is very rewarding seeing something you worked on out in the real world, being used by someone to make their life better. It can be something as simple as helping design a fan that keeps someone cool on a hot day, and you can say to yourself, "I helped make that."

You overcame many challenges to get your degree. How did you stay motivated?

I had a difficult time getting my degree. I was a straight-A student in high school without having to study much at all. I went to university thinking I could carry those habits over, but I failed most of the tests during my first semester. It took me a while to develop the work ethic required to thrive.

My motivation came from seeing my fellow students working hard every day, and having friendly competition with one another. You get motivation from your family who can see how hard you're working and encourage you. You get a drive to work harder when the work finally clicks in your head and you understand the questions before you've even finished reading them.

What do you wish someone had told you when you were struggling at university?

I wish someone had told me that it was normal to struggle. University is challenging, and struggling is part of the package. In the moment you feel like you're the only one, but you soon realise that everyone is struggling, and that struggling together makes it a little bit easier.

What emerging technologies are you excited about?

I am most excited about the advancements being made in 3D printing. This manufacturing method has been around for a while, but it was limited to small parts and small quantities. Today, we can 3D print multiple large parts at a time, very accurately. It changes the way we design components and opens up more possibilities. Outside of mechanical engineering, AI has to be the most exciting thing to happen recently. I am very keen to see how we integrate AI into engineering to make our processes more efficient or simply more exciting.



KATHERINE HARTZENBERG-RERGE From UCT to Cambridge and now at the forefront of carbon impact assessment, Katherine has built a career at the intersection of engineering and sustainability. As a Senior Carbon Impact Specialist at My Emissions, she helps companies navigate the complexities of carbon accounting to reduce their environmental footprint. In this interview, she shares how her passion for sustainability developed, the role of bioprocess engineering in food production, and her insights on supporting women in STEM.

Previously, she was the Carbon and Climate Impact Associate at My Emissions, and before that she worked as a volunteer for Following the Footprints whilst completing an MPhil degree in Engineering for Sustainable Development at the University of Cambridge. She holds a BSc and MSc in Chemical Engineering from UCT.



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Reducing emissions in the food industry

How did you get into carbon accounting?

During my final year, a course on Business, Society and the Environment introduced me to carbon emissions and the Intergovernmental Panel on Climate Change (IPCC) reports, which outline strategies for emission reduction. This course inspired me to apply to Cambridge University and combine my interests in sustainability and engineering, where I learnt even more about life cycle assessments and carbon accounting.

How did your university experiences shape your career path?

At UCT, courses like Social Infrastructures through the Global Citizenship Programme (highly recommended!) and Business, Society and the Environment, along with my involvement in Engineers Without Borders, exposed me to real-world sustainability challenges. Working on projects within a South African context and focusing on bioprocess engineering in my studies helped me find my passion for food sustainability.

This interest deepened through my MSc research on food production for women's health at UCT and my MPhil thesis at Cambridge, which explored the impact of innovations addressing food insecurity.

What role does bioprocess engineering play in sustainable food production?

Bioprocess engineering merges creativity and engineering – taking inspiration from our

environment (e.g. biomimicry). One approach involves replacing traditional chemical methods with microorganisms, allowing for the same processes to occur under milder conditions with lower energy and resource demands – reducing the environmental footprint of production.

On the other hand, bioprocess techniques can also produce new products, as we're seeing with the boom in plant-based alternatives for meats, which are often very emissions-intensive to produce. I also think of sustainable food production in the sense of food security. No technology is a silver bullet to solving sustainability issues or addressing food security, but reducing the ~33% of global emissions from the food sector starts with thinking about our current food system and where improvements are needed.

What are some challenges companies face when measuring their carbon emissions?

One of the biggest challenges companies face is the lack of dedicated support, as sustainability teams are often understaffed or underfunded due to limited resources and competing business priorities. Sustainability is not always seen as urgent, making it difficult to drive change. To address this, I look to provide opportunities for emissions reduction with financial benefits and focus on "low-hanging fruit" – small, high-impact changes that are easier to implement and demonstrate value quickly.

Another challenge is data collection. Companies struggle with the complexity of tracking environmental impact across various metrics, such as climate change, land use and water depletion. To overcome this, I guide them in prioritising key areas. By narrowing the scope and delivering actionable insights quickly, businesses can build momentum and gradually expand their sustainability efforts over time.

What initiatives do you believe can effectively support women in STEM fields? Any advice you would give to female students?

It starts with visibility – seeing women in roles you admire makes those paths feel more achievable. Strong networks are key and often begin at university. I'm grateful for the friends I studied with; though we're on different career paths, we still face similar challenges and lean on one another for support. Initiatives like mentorship programmes, women-in-STEM organisations and industry networking groups provide invaluable connection and guidance.

Surround yourself with peers who inspire you, seek mentors for advice, and don't hesitate to reach out to professionals on LinkedIn – you'd be surprised how many respond.

Self-advocacy is crucial; track your achievements and projects you've worked on, noting key tasks,

outcomes and statistics. This record will help when applying for jobs or negotiating promotions. Data-backed proof makes a strong case, and it's hard to ignore facts. Never be afraid to ask for what you deserve, whether it's opportunities, fair pay or career advancement.

Now, I can see how each of these experiences has built upon the same core theme – using engineering to drive sustainable food solutions.

Surround yourself with peers who inspire you, seek mentors for advice, and don't hesitate to reach out to professionals on LinkedIn – you'd be surprised how many respond.



BACKGROUND

She has been the Africa Oxford (AfOx) Health Innovation Fellow for the AfOx Innovation and Entrepreneurship Scheme in 2023 and a Research Officer at UCT. She started out at the Tshwane University of Technology with an NDip in Biotechnology, then completed a BTech in Biotechnology and an MTech in Biomedical Technology. In 2017, she completed a PhD in Medical Biochemistry at UCT.



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OR FEZILE KHUMALO

Dr. Fezile Khumalo is at the cutting edge of biomedical innovation. developing diagnostic tools that can transform healthcare in lowresource settings. As a Carnegie Junior Research Fellow at UCT, she leads work on the GiFT project, a groundbreaking point-of-care test for genital inflammation. In this interview. she shares the challenges of bringing diagnostics from concept to commercialisation. the role of innovation in research, and how emerging technologies like Al are shaping the future of healthcare.

Developing life-saving solutions

What are some of the projects you are working on?

I am currently working on the genital inflammation device project called GiFT. It's a UCT-led point-of-care test developed to measure inflammation in the female genital tract. We have had the first in field demonstration across three countries (South Africa, Zimbabwe and Madagascar). We now have more information and are in the process of improving performance as part of the design thinking process. We work closely with an industry partner to ensure scalability, manufacturing and the correct quality management standards.

What are some of the biggest challenges you face in diagnostic test development and commercialisation?

The development of any diagnostic test follows some set guidelines with a lot of iterations to get to the final product. It's important that, from the beginning as a developer, you have an understanding of the entire development value chain as well as the end goal/target user. It ensures that design, usability, cost and market adoption are aligned, increasing the likelihood of success. The biggest hurdles come from technical feasibility and ensuring performance, manufacturing and supply-chain, regulatory approval and quality assurance, and lastly market adoption and commercialisation.

To give some context, we are developing a test that is point-of-care. therefore we need to consider that the user will have minimal equipment and little to no electricity. The target user is found in low-middle-income countries (LMICs), and the price of the test should follow

Be open to learning by doing. Experience is the biggest teacher for the development of diagnostics. Seek out internships or collaborative projects.

specific guidelines. This means the reagents used in developing the test should not be prohibitively expensive and we should ensure that we have no break in the supply-chain of the reagents. We also have a long way to go to achieve completely locally developed and manufactured diagnostic tests.

with experts in engineering, public health, social sciences and business to create holistic solutions. Attend events outside your immediate research field to gain fresh insights that could enhance your approach. Be able to communicate with many audiences.

What advice would you give to graduates?

Be open to learning by doing. Experience is the biggest teacher for the development of diagnostics. Seek out internships or collaborative projects. Explore opportunities for innovation in your own research. Remember, innovation doesn't always mean grand discoveries - sometimes exploring bottlenecks and finding solutions to those can have a big impact. Innovation goes beyond the bench, it's about understanding business, regulations, manufacturing and design thinking. Therefore, learn as much as possible.

How do you bridge the gap between scientific discovery and real-world solutions?

Understand real-world challenges, it can be in your scientific area of expertise or how your field fits into bigger world issues. For health-related research the pathway can be straightforward, but discover what that looks like for you. Understand the issue from multiple perspectives, i.e. how do I turn this into a practical solution that overcomes this problem? Don't limit yourself to biomedical research, work

How do you foresee the integration of new technologies in the development of pointof-care diagnostics within your projects?

We are looking at accelerating the development and screening of better performing antibodies – these are currently the biggest cost to developing any diagnostic. We can improve stability, performance (sensitivity and specificity) and reagent quality. We are able to perform large scale analysis of data to find new disease progression and diagnostic targets. We can improve the interpretation of diagnostic results and reduce human error. It also plays a major role in surveillance efforts to identify patterns and potential outbreaks.





LUKE KUTTSCHREUTER

As Clinical Lead in Early Development Oncology at Owkin, Luke Kuttschreuter is at the forefront of integrating Al into drug development. In this interview, he discusses how Al-driven "digital twins" are reshaping clinical trials, the skills future medical professionals need, and the emerging technologies that could make traditional chemotherapy a thing of the past.

Luke began his career as a physician at Tygerberg, then moved on to Mowbray Maternity and Groote Schuur hospitals as a physician in anaesthesia and obstetrics (respectively). After earning a masters degree in Pharmacology from Oxford in 2019, he spent five years at Pfizer in various oncology roles, progressing to Oncology Clinical Lead. He later specialised in Pharmaceutical Medicine through the Faculty of Pharmaceutical Medicine. He holds an MBChB from UCT.



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Revolutionising cancer treatment with Al

What is your background, and how did you start at Owkin?

I went to medical school at UCT, then spent a few years in early clinical practice (as all doctors do). When I realised my true career calling was to develop new cancer medicines, I moved to the UK to study pharmacology at the University of Oxford and started work as a clinical research fellow in early phase oncology clinical trials. I then spent the next five years at Pfizer where I started working with existing cancer drugs, but soon built up experience leading global drug development programmes in blood and solid organ cancers, adults and children, and in small molecules and biologics. During this time, I specialised as a Pharmaceutical Physician. I moved to Owkin to work on novel and

groundbreaking Al-enhanced drug development programmes because I wanted to build skills in the frontline advancements of technology and medicine combined.

What are your main responsibilities?

I design and oversee first-in-human, Phase 1 and Phase 2 clinical trials for the development of new cancer drugs within the company. I am responsible for the monitoring and safe use of these new medicines in humans for the first time and thereafter. I am also in charge of finding ways to appropriately and ethically use AI solutions to complement a traditional development pathway.

Can you share an example of how AI has contributed to research breakthroughs at Owkin?

An exciting trial I am currently working on is using Al 'digital twins' as a synthetic control arm in early phase research. This is something that has not been done before in the development of a new medicine but has the potential to save time and money in powering subsequent trials more accurately and identifying patients that are most likely to benefit from this new medicine. The concept of the 'digital twin' is that the AI engine will predict how patients treated with our new drug would have done if they had been treated with existing drugs (standards of care), so that we can compare the two without tackling the ethical dilemma of cancer patients receiving an outdated treatment option.

What skills or experience do you think are most valuable for new graduates?

I would encourage new graduates to broaden their perspective on what non-traditional career routes, such as clinical research, have the power to do. We have limited exposure to how new medicines, diagnostics and techniques are developed, and often this requires skills and experiences that are not on the traditional track of a doctor, pharmacist or scientist. There is a huge world out there and many ways to change it. The biggest thing I would encourage is to build skills in ingenuity, problem-solving and critical thinking, as these are skills which are not only needed in the current industry but will also become increasingly and critically important as AI becomes more prominent in replacing the need for outdated skills such as simple knowledge recall.

What emerging technologies are you excited about?

I am most excited about the use of AI in creating composite prognostic or predictive algorithms for cancer patients, using a combination of multiple highly specific markers for specific patients, superimposed on the existing 'personalised therapies' out there which target only a single biomarker a given patient may have. This approach could change the way we prescribe cancer treatment and move us more towards a true 'personalised medicine' approach that will make outdated chemotherapies look barbaric in only a few years' time. The goal for cancer medicines of the future is to be uniquely tailored to individual patients and not need to apply a 'one-size-fits-all' treatment approach which often leads to poor outcomes and horrible side effects.

The biggest thing I would encourage is to build skills in ingenuity, problem-solving and critical thinking, as these are skills which are not only needed in the current industry but will also become increasingly and critically important as Al becomes more prominent in replacing the need for outdated skills such as simple knowledge recall.



BACKGROUND

Azraa began her career at PwC South Africa, where she progressed from Associate to Senior Associate. In 2022, she transitioned to Kumba Iron Ore as an Environmental Technician before advancing to her current role. Academically, she holds multiple degrees in environmental sciences, including an MSc in Sustainable Development from the University of Sussex. She holds a BSc Honours and a BSc in Environmental and Geographical Sciences and Archeology from UCT.



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AZRAA BUX

Azraa Bux. a Sustainability Integration Specialist at Kumba Iron Ore. works to embed responsible mining practices into one of South Africa's leading mining operations. Her journey from environmental science graduate to sustainability consultant and now an industry changemaker highlights the persistence. adaptability and strategic thinking needed to drive real impact. In this interview, she shares her career path, the challenges of implementing sustainability in mining, and the skills essential for professionals looking to make a difference

in this space.

A career in sustainability

What is your background, and how did you start working for Anglo American?

After completing my Honours degree, I was eager to start my dream career. However, the journey was not as straightforward as I'd hoped. I faced countless rejections, but persistence eventually paid off.

My career began at PwC South Africa, where I spent nearly four years developing sustainability strategies, auditing non-financial reporting, and advising clients on net-zero transitions. I realised I wanted to make a more direct, lasting impact by implementing the strategies I only advised on. When an opportunity arose at Kumba Iron Ore, part of Anglo American, I seized it eagerly. For me, joining Anglo American symbolised not just professional growth but also the realisation of my aspiration to turn sustainable theory into actionable change within a leading global mining organisation.

What are your main responsibilities?

My primary responsibility is embedding sustainability into our operations. My focus is executing our Sustainable Mine Plan, emphasising healthy environments and thriving communities, and becoming a trusted corporate leader.

At PwC, I provided external advice to multiple clients, and my work ended there. Now, my role demands daily hands-on engagement, cross-functional collaboration and long-term strategic thinking. I'm part of every step - from developing plans and implementing strategies, to living with the outcomes (successes and challenges). It's rewarding to witness the transformation that sustainability practices can create within an organisation and its communities.

Can you share an example of a sustainability project you've worked on recently?

One impactful initiative I've worked on is aligning Kumba's operations with the Initiative for Responsible Mining Assurance (IRMA) standards. IRMA is the "gold standard" for sustainable mining.

My role was akin to being a translator and facilitator, bridging gaps between IRMA's frameworks and the daily operational realities. I conducted comprehensive gap analyses, developed practical implementation roadmaps, and collaborated with teams to embed these rigorous standards into our operations.

This experience showed me how theoretical frameworks become transformative when applied practically. The project has driven significant improvements in our operational transparency and strengthened our relationships with local communities, positioning Kumba as a trusted corporate leader committed to genuinely responsible mining.

What skills or experience do you think are most valuable for those looking to work in sustainability?

The most valuable skill for aspiring sustainability professionals is what I call "translation ability" – the talent to bridge technical sustainability concepts and business objectives. It's crucial to speak both the language of environmental science and corporate strategy fluently. While technical expertise is important, understanding how businesses operate, interpreting financial statements, and grasping corporate risk and strategy are equally critical.

The most valuable skill for aspiring sustainability professionals is what I call "translation ability" – the talent to bridge technical sustainability concepts and business objectives.

One underrated yet essential skill is the ability to collaborate effectively across teams. Sustainability doesn't live within one department; it thrives through integration.

I've learned that sustainability is about progress, not perfection. Initially, I pursued flawless solutions, but real change often comes through incremental progress, celebrating small wins along the way. Additionally, embracing patience and resilience early on is essential. Not every effort will succeed immediately, but persistent commitment will eventually lead to meaningful outcomes.

Lastly, never overlook the human aspect of sustainability. Environmental initiatives succeed when they authentically consider and integrate community and stakeholder perspectives. Real transformation occurs not just through policies but by engaging with those affected by our actions.

What emerging technologies excites you?

Blockchain technology holds immense potential to revolutionise sustainability in the mining sector. One persistent challenge in sustainable mining is ensuring transparency and accountability across the entire supply chain. Blockchain offers a transparent, immutable record, creating accountability at every stage of production and distribution. Such clarity can significantly improve environmental and social governance practices, fostering greater trust and responsibility industry-wide.

LAMUS MOTILENS

As a Systems Integration Engineer at Quro Medical, Lavius Motileng is at the forefront of integrating technology into healthcare to enhance efficiency and patient care. With a background in computer science and mathematics, he previously worked at Microsoft before returning to South Africa to contribute his expertise to Quro Medical's "Hospital at Home" initiative. In this interview, Lavius shares insights into his role, the technology behind Quro Medical's operations, and the future of AI and cloud computing in healthcare.



Lavius previously worked as a Software Engineer at Microsoft, and started his career as a Business and Integration Arch Analyst at Accenture. Academically, he holds an Honours degree in Information Technology from UCT and a BSc in Computer Science from the University of the Western Cape. He further expanded his expertise with a postgraduate programme in Artificial Intelligence and Machine Learning from the University of Texas at Austin.



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Building the tech for a 'hospital at home'

How did you start working for Quro Medical, and what excites you about the company?

My journey with Quro Medical began in 2022 when I reached out to the CEO on LinkedIn, expressing my interest in his career journey. Like me, he had lived and studied abroad before returning to South Africa to start Quro Medical. At that time. I was at a crossroads, deciding between exploring my own venture and returning to South Africa to contribute the skills and experience I had gained while working abroad with Microsoft.

I was given an opportunity at Quro Medical to help streamline their sales and operations processes and systems using Microsoft technologies. This role allowed me to learn about their business. identify opportunities to improve processes, save time and money, and enhance data quality. I built proof of concepts, pitched ideas to management and internal organisations, secured buy-in, and implemented solutions end-to-end.

I love my job because it offers me the freedom to make decisions, innovate and help the company become more efficient. Seeing these improvements indirectly enhance patient care makes my work even more meaningful.

What are your main responsibilities, and how do they differ from your roles at Microsoft?

At Quro Medical, my role involves empowering every team within the organisation with tools to streamline their business processes. I automate mundane and repetitive tasks through robotic process

My role involves ensuring that clinicians can focus on providing care to patients, the sales team can concentrate on building relationships, and the operations team can maintain adequate equipment stock.

automation (RPA), integrate internal and external third-party systems, and redesign business processes.

This role contrasts with my previous position as a software engineer at Microsoft, as it encompasses both product engineering and software engineering. I engage with and listen to my customers (internal users), understand their pain points, design processes to address these issues, and then develop technological solutions. Additionally, I present these solutions to management, highlighting the benefits, costs, timelines, maintenance expenses, and how they will save money, streamline existing processes and enhance overall satisfaction. This role demands more soft skills compared to traditional software engineering.

Can you explain the technology infrastructure behind **Quro and your involvement?**

Providing hospital-level care at home can significantly reduce healthcare costs due to lower overhead expenses and a decreased need for hospital resources. At Quro, we leverage technology to monitor patients' vitals at home and provide ongoing care and interventions. This approach helps reduce readmission rates and saves money for medical aid schemes.

My role involves ensuring that clinicians can focus on providing care to patients, the sales team can concentrate on building relationships, and the operations team can maintain adequate equipment stock. This is achieved by automating mundane and manual processes, developing CRM systems for sales, marketing, operations and customer experience, creating an app for asset management, and integrating internal and external systems.

What are some of the most exciting developments in Al and cloud computing that you think young engineers should be paying attention to?

My top 3 are:

- 1. Generative Al: This includes models like GPT-4 and beyond, which can create text, images and even music. These models are becoming increasingly sophisticated and are being used in a variety of applications, from content creation to customer service.
- 2. Al-driven cloud services: Cloud providers are integrating Al to offer smarter, more efficient services. This includes predictive analytics for better decisionmaking, Al-driven security measures and automated resource management.
 - 3. Edge computing: Combining Al with edge computing allows for real-time data processing closer to the source. This is crucial for applications requiring low latency, such as autonomous vehicles and IoT devices.



BACKGROUND

Mapaseka's academic journey began at UCT, where she earned a BCom in Economics and Statistics, followed by an Honours degree in Economics, culminating in a Master of Commerce in Development Economics in 2019. Professionally. Mapaseka has worked in the public and private sectors. She was an Associate at Genesis Analytics, later serving as Policy Officer for the Kingdom of the Netherlands in South Africa. Whilst studying, she and a friend co-founded LULA Hair Care, a brand which addresses the specific needs of the Type 4C hair community.

MAPASEKA SETLHODI

Mapaseka Setlhodi is a development economist dedicated to addressing youth unemployment in South Africa. As the National Pathways Management Network Lead for the Presidential Youth Employment Intervention (PYEI), Mapaseka plays a pivotal role in creating pathways for young South Africans to transition from learning to earning. Beyond her policy work, she is also the co-founder of LULA Hair Care.



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Tackling youth unemployment in SA

Can you explain the goals of the Presidential Youth Employment Intervention and your role in supporting its implementation?

The Presidential Youth Employment Intervention (PYEI) is South Africa's response to youth unemployment, aiming to transition young people from learning to earning. It coordinates government, social partners and private sector actors to improve interventions connecting young people to income-generating opportunities.

A key component is the National Pathway Management Network (NPMN) – a "network of networks" that aggregates opportunities into a single access point. Enabled by zero-rated digital platforms like SAY-outh.mobi and physical sites such as DEL labour centres and NYDA offices, it is underpinned by partnerships across sectors.

As NPMN Lead, I support the Project Management Office in the Presidency and work with DEL and The National Pathway Manager (Harambee) to drive implementation. This involves coordinating the aggregation of opportunities from public and private partners into the NPMN, as well as identifying systemic barriers preventing young people from accessing the labour market – and facilitating cross-sector solutions. It also includes managing pilot projects, testing new approaches to linking young people to income across formal, informal and social economies. I support strategy development, reporting, funding processes and the institutionalisation of the NPMN.

How does data analytics and research inform strategies for youth employment?

Data is the backbone of PYEI's strategy. We use labour market intelligence from platforms such as Youth Explorer (SALDRU), commissioned reports, and real-time insights from platforms like SAYouth.mobi to understand barriers and high-potential sectors. These analytics inform interventions like targeted digital skilling and designing safety nets for young hustlers in informal markets. We also use data to track transitions, assess effectiveness, and inform scale-up of our pilot funds and projects to better match young people to sustainable income opportunities.

What inspired you to pursue a career in development economics?

I've always wanted my work to be centred on solving the most pressing issues of our times, and development economics provided me with the right combination of my love for numbers and people.

You co-founded LULA Hair Care. How did your economics background influence your entrepreneurship approach?

My co-founder and I took an academic approach, surveying nearly 500 people to identify the main challenges faced by the 4C hair community regarding existing market products. We found customers were overwhelmed by the role of key ingredients in similar products (e.g., charcoal-activated vs. clarifying shampoo) and struggled with hydration issues fundamental for 4C hair.

We went through three R&D iterations to create affordable, easy-to-use products that simplify natural hair care. Hence LULA (isiXhosa for "easy") was born.

Start small, but design for scale. Build community before brand. Don't wait for perfect conditions - create momentum with what you have.

What challenges did you face in launching the business, and what can young entrepreneurs learn from your experience?

Start-up capital is scarce in beauty and cosmetics. We selffunded, limiting our launch scale. But this allowed us to pivot easily from what we disliked or felt misrepresented our brand, based on our "pilot".

Key lessons? Start small, but design for scale. Build community before brand. Don't wait for perfect conditions – create momentum with what you have.

What role do you think digital skills and the tech industry will play in solving youth unemployment in the coming years?

Digital skills are a game-changer. PYEI prioritises demandled skilling, especially in sectors like digital services and global business services, which can absorb large numbers of youth quickly. Platforms such as Umuzi help us reach the most vulnerable youth. But beyond sectoral skilling, what's truly shifting the landscape is the growth of jobtech platforms - digital tools and ecosystems designed to connect young people to economic opportunities at scale. Think of Uber, Takealot, Yebo Fresh and the likes.



HARRY SCHERZER

Fintech entrepreneur Harry Scherzer, co-founder and CEO of Future Forex, started his career in actuarial science before launching a company that challenges traditional foreign exchange inefficiencies. With a background in risk modeling and financial strategy, he saw an opportunity to make international money transfers faster, cheaper and more transparent. In this interview, he shares how Future Forex evolved from a crypto arbitrage business into a licensed foreign exchange intermediary. He talks about the biggest challenges of scaling a fintech startup, and how Al and blockchain are shaping the future of global finance.

After graduating with a degree in Actuarial Science from UCT. he worked as an Actuarial Analyst at Alexander Forbes before moving to EY as a Senior Actuarial Associate. In 2020, he became **Director of Business** Development at TecEx, where he gained experience in scaling businesses. That same year, he co-founded Future Forex, where he now



serves as CEO.

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Disrupting the forex market

What inspired you to pursue actuarial science, and how did that lead you to fintech?

I was drawn to actuarial science for its blend of mathematical rigour, problem-solving and real-world financial applications. The discipline not only honed my analytical skills but also instilled a sense of perseverance and structured thinking.

At EY, I embraced the technical challenges of coding, data analysis and risk assessment, but over time I realised that my passion extended beyond technical work – I wanted to apply my skills in a more dynamic, entrepreneurial setting. This pushed me to business development, where I could combine my actuarial expertise with innovation and interpersonal connections.

Actuarial science provided the perfect foundation for entering the fintech space, equipping me with the analytical depth to navigate financial complexities and the strategic mindset to build a business from the ground up.

Can you explain what Future Forex does and differentiates itself?

Before co-founding Future Forex, my business partner, Joshua Kotlowitz, and I independently discovered crypto arbitrage – a highly lucrative but risky investment opportunity that required deep crypto expertise and exposure to price fluctuations. We turned this into a low-risk passive investment, allowing thousands of South Africans to benefit from market-beating returns.

While building this service, we discovered that sending funds abroad was slow, opaque and expensive via traditional banks. We took this process in-house and automated international payments for individuals and businesses – ensuring the process is cost-effective, seamless and transparent.

We follow a "Start with the why" philosophy. It's not merely about what we offer, but about the belief driving us: to make a meaningful impact on the lives of South Africans. What sets us apart is that we don't just leverage technology, we prioritise a truly personalised, client-centric approach.

What are the alternative career paths for young actuarial graduates?

Look beyond traditional roles and explore the vast opportunities available. Fintech and financial services offer exciting opportunities to apply risk modeling and financial expertise. Investment and asset management also align well with actuarial strengths.

With the rise of AI, actuaries may also be well-suited for roles in data science and machine learning, leveraging predictive analytics to drive decision-making. Starting a business can also be incredibly rewarding. It's about finding the right fit for your interests and strengths.

We follow a "Start with the why" philosophy. It's not merely about what we offer, but about the belief driving us: to make a meaningful impact on the lives of South Africans. What sets us apart is that we don't just leverage technology, we prioritise a truly personalised, client-centric approach.

What were the biggest challenges in scaling a startup?

One major obstacle has been educating consumers that their bank isn't the best option for sending money abroad. Many assume banks offer the best rates, unaware of hidden forex fees. We've worked to shift this perception by consistently offering value, transparency and superior service.

A second challenge was finding skilled talent. The competition for talent amongst tech-driven startups is high, and it's such a crucial component of long-term success. We've fostered a dynamic and collaborative team culture deeply rooted in the company's core values, and as a result we've been able to attract and retain skilled, passionate individuals.

What emerging technologies excite you in the financial space?

I'm excited by the evolution of blockchain and AI in international money transfers. As cryptocurrencies and blockchain infrastructure is becoming more normalised, they're offering new avenues for low-cost, efficient cross-border payments. Unlike traditional systems reliant on intermediaries, blockchain ensures instant, secure payments.

Al is also improving fraud detection, automating compliance and optimising foreign exchange. With Al-driven algorithms, international transfers can become faster, more cost-effective and tailored to individual client needs. As these technologies continue to evolve, they will help bridge the gap between traditional banking inefficiencies and the growing demand for seamless, low-cost international transactions. I'm excited for Future Forex to be at the forefront of this transformation!

ERNST

As Director at Herbert Smith Freehills. Ernst Muller has built a career at the intersection of law and sustainability. Recognised as a Green Ambassador by The Legal 500's Green Guide. Muller advises governments. multinational corporations and industry bodies on sustainability regulations, corporate responsibility and environmental law. His expertise enables him to shape policy, resolve disputes and help businesses navigate evolving sustainability frameworks.



BACKGROUND

Initially pursuing a BSc in Environmental Sciences. he later transitioned to law. completing his LLB at UCT and LLM at the University of the Witwatersrand. His legal career began at Cliffe Dekker Hofmevr. He later ioined Baker McKenzie before moving to Herbert Smith Freehills, where he now leads ESG and sustainability efforts across Africa.



https://www.linkedin.com/ in/ernst-m%C3%BCller-9a834489/

Crafting a career in sustainability law

Tell us a bit about your background – what made you decide to transition from science to law, and how is your expertise helping you now?

It was always my plan to combine the two disciplines. In high school, a professor introduced us to environmental law, which was new in South Africa. At that time, the National Environmental Management Act, 1998 was still a relatively new piece of law and environmental law an emerging and exciting field in the new democracy.

I missed the postgraduate LLB application deadline at UCT, so I completed an Honours degree in Environmental Analysis and Management before enrolling in law school. As has often been the case in my career, the slight change had a profound impact on my life. I was able to spend a year studying sustainable development and do part time work as an Environmental Assessment Practitioner (skills and knowledge which are critical to my practice today).

Studying law at UCT was the hardest thing I'd ever done. Thinking like a lawyer after being trained as a scientist was challenging, and the academic standards were high (for the first time, I found myself failing!). Professor Hanri Mostert, my property law lecturer, advised me to stop trying so hard. Counterintuitively it worked. Sometimes, stepping back and seeing the wood for the trees makes all the difference - a lesson I keep with me to this date.

I completed my articles at Cliffe Dekker Hofmeyr (CDH). If I could offer any guidance, it would be to appreciate that your career path often won't unfold as planned. Opportunities will come, but they may not come when you want them. Ultimately they always arrive at the right time. The question is how you prepare yourself for the opportunities in the interim.

As is often the case with articles, I hadn't planned to go to CDH but I was fortunate to receive an offer from the firm during my final year at UCT. The experience I gained there – such as acting for Lonmin in the Marikana Commission of Inquiry – profoundly impacted on my career. Today, I do a lot of work in mining and have a strong understanding of social licence issues.

I briefly joined Baker McKenzie, but it wasn't the right fit and I took a short career break (while making the best of my now wife, but then, girlfriend's apartment in Cape Town). I received an offer from Herbert Smith Freehills (HSF) at the end of 2016. At HSF, I initially focused on mining and geopolitics in Africa, working with clients, international bodies. It has been a thrilling ride assisting clients with complex matters from resolving disputes in the DRC to drafting laws for Sierra Leone and Saudi Arabia.

In 2020 a former HSF partner went on parental leave, and I was afforded an opportunity to support the firm's global ESG practice. A planned secondment to London became a virtual role due to COVID-19, and that evolved into a permanent position. Now, I lead the ESG and sustainability practice across Africa and collaborate with global colleagues from New York to Sydney.

What are some of the most pertinent sustainability issues you work with?

It varies by region. In emerging markets and developing economies, my work includes interpreting what sustainability means for businesses and governments. I advise governments on integrating ESG principles into legal frameworks and guide multinational enterprises, industry organisations and NGOs on integrating sustainability into their structures, policies, transactions and standards.

Find a niche you love – Lady Justice is demanding, and she will consume a lot of your time. If you don't like what you do, you'll hate every day.

Currently, a significant focus is on reporting and disclosure, including compliance with the EU's Corporate Sustainability Reporting Directive and the IFRS Sustainability Disclosure Standards. I also engage in dispute resolution when companies are accused of unsustainable practices, aiming for solutions that avoid litigation.

You were named a Green Ambassador by The Legal 500. How did your journey lead to this recognition?

Recognition requires expertise, client engagement and a bit of luck. The International Lawyers Project first contacted me about a tax question in Kenya, which I couldn't help with. Six months later, they approached me about the Green Hydrogen Organisation, which led to significant opportunities. Being in the right place at the right time is crucial – but you have to put yourself out there, engage on platforms like LinkedIn, and build a brand that truly represents who you are.

What advice would you give to young graduates pursuing environmental law?

Take time to figure out what you don't want to do. When I started, sustainability law wasn't a recognised field. The law evolves – social media law didn't exist 15 years ago, and now it's big.



BACKGROUND

Her career has spanned roles such as Project Attorney at Epig Global, Media Law Fellow at the International Senior Lawvers Project (ISLP), and Legal Advisor at Radiant Law. She has served as Head of Banking Litigation and Foreclosures at Bokwa Law and Associate Attorney at Ramsay Webber Attorneys. Academically, she holds an LLM in International Business and Economic Law from Georgetown University Law Center. She earned her LLB from UCT.

LINDA MASINA

A Legal Analyst at Bloomberg Law, Linda specialises in legal operations and content workflows. helping attorneys work smarter and more efficiently. In this interview, she shares her journey into legal tech, the biggest challenges facing the industry, and the skills future lawyers need to succeed. She also explores the role of AI, the rise of alternative legal service providers, and the technologies that are revolutionising legal practice.



https://www.linkedin.com/in/linda-masina/

Combining legal expertise with cut-ting-edge technology

What do you do in your job, and how does legal technology play a part in it?

I'm a Legal Analyst at Bloomberg Law, focusing on Content Workflows and Legal Operations. My role is about using legal technology to make attorneys' work more efficient – one of the many things that makes my job so exciting and different to my previous roles. Working at a leading technology and data company means I get to explore how cutting-edge tools, including generative AI, can transform legal workflows.

A big project I'm working on is Dashboard Legal, Bloomberg Law's newly acquired project management and collaboration tool. Designed by lawyers for lawyers, it helps attorneys stay organised and efficient. My team ensures the tool is packed with high-value content that makes a real difference in how legal professionals manage their workload.

I also develop Legal Operations content, curating practical resources and reference materials to support professionals as they navigate this evolving space. More broadly, I create and curate content that helps legal practitioners work smarter, stay informed and leverage technology. This includes authoring data-driven analyses of legal market trends that provide actionable insights for lawyers.

Technology is woven into everything I do. It's incredible to see how technology AI is reshaping legal work, making processes efficient and more streamlined. Every day, I get to combine my legal expertise with technology to improve the way attorneys work.

What challenges do you solve with legal tech?

A major challenge is the legal industry's resistance to change. Law has long been a traditional profession, but it's rewarding to see firms embrace technology and rethink how they practice. My work at Bloomberg Law helps legal professionals streamline workflows, improve efficiency, and enhance collaboration through tools like Dashboard Legal and AI-powered contract solutions. I help legal professionals see firsthand how these tools can enhance – not replace – their expertise.

Another challenge – one that is particularly important to me – is the credibility of information in the age of generative Al. One of the biggest challenges I address in my role is ensuring that legal practitioners and the public have access to well-vetted, dependable information. My work focuses on integrating trusted, high-quality legal content into technology solutions that attorneys can rely on with confidence.

How does your work differ from that of a traditional attorney?

While a traditional attorney's role revolves around client representation, legal research and case management, I work to integrate technology into the legal process, making tasks more efficient and helping attorneys make better, data-driven decisions. I spend much of my time researching, writing legal analysis and working with content management platforms.

What skills are the most valuable for new law graduates?

Adaptability, technological proficiency and strong communication are vital. Being open to legal tech and AI can really set you apart. Communication skills – both written and verbal

My work focuses on integrating trusted, high-quality legal content into technology solutions that attorneys can rely on with confidence.

- are essential for building relationships and presenting complex ideas clearly.

Stay curious and learn beyond the traditional curriculum. The legal field is constantly evolving, especially with new legal tech and regulations. I wish I had embraced tech sooner and asked more questions early on. So be brave, push yourself, and surprise yourself!

What emerging technologies are you excited about that could transform law?

I'm excited about generative AI, like Harvey AI and Bloomberg Law's Draft Analyzer and Clause Comparison tools, which use AI for clause-level analysis. Contract Solutions and predictive analytics are also reshaping how firms operate. I'm especially excited about Dashboard Legal and its transformative impact on legal work.

Though some firms remain cautious, I'm seeing more adoption of these solutions, especially among larger firms with innovation teams like Orrick, Herrington & Sutcliffe. Even smaller firms recognise the competitive edge technology offers. Unsurprisingly, new associates are driving the acceptance and use of legal technology solutions. I'm also tracking Alternative Legal Services Providers like Radiant Law, which are leveraging technology and expertise to offer flexible, cost-effective services. There's clear momentum, and adoption will accelerate as the technology matures and proves its value.



MEEKNESS LUNSR-RYIDU

Meekness Lunga-Ayidu is a dynamic leader in higher education and social impact, with a career dedicated to expanding opportunities for young people across Sub-Saharan Africa. As the Regional Director of Higher Education at the British Council, she leads initiatives that bridge education and employability, strengthen institutions and advocate for gender equality. In this interview, she shares the defining moments of her career and the trends shaping the future of social impact in education.

She began her journey at the Rural **Education Access** Programme (REAP), supporting students from underprivileged backgrounds in accessing and succeeding in higher education. Her transition to the British Council in 2018 marked a shift toward largescale, institutional impact, where she has since led regional programmes focused on employability, entrepreneurship. and international collaboration. Academically, she holds an MBA and an MPhil in Programme Evaluation.



https://www.linkedin.com/ in/meeknesslunga-ayidu/

Driving social impact in higher education

What key moments have shaped your career journey so far?

Working for a non-profit dedicated to social impact in the early stages of my career helped to develop my passion and commitment to make a meaningful and lasting difference in the lives of young people. I worked for an organisation called the Rural Education Access Programme (REAP) that is dedicated to facilitating access to higher education and improving success for young people from disadvantaged rural backgrounds. My contributions at REAP enabled seamless transitions for young people from high school to university and from university to the world of work. I led the establishment of their Alumni Associations across South Africa, which brought to life the transformative impact of the work I was doing and solidified my passion for social impact. I knew then that whatever I did in my career in future had to be about making a real difference in people's lives.

Joining the British Council in 2018 was the second defining moment in my career. The organisation operates in over 100 countries, effecting positive change in people's lives by working across multiple levels of intervention. My work at the British Council has allowed me to design and deliver large scale social impact programmes that transform lives, while also working to strengthen institutions and systems to create pathways for young people to thrive. I have gained global exposure through my work, and I have had the privilege of collaborating with world leaders, policymakers and researchers to implement initiatives that are aligned to the UN SDG's. This has greatly expanded my worldview and strengthened my leadership skills. This phase of my career has affirmed the power of international collaboration in driving meaningful change.

What are some key reforms or initiatives you've worked on?

One was establishing systems and structures reaching thousands of young people across Sub-Saharan Africa to unlock youth employability, entrepreneurship and innovation – through my work at the British Council under an initiative called Innovation for African Universities, I have had the opportunity to bridge the gap between education and employability through interventions that help to develop employability and entrepreneurial skills while facilitating access to resources that young people need to become job seekers.

Another was facilitating access to quality education for hundreds of young people from underprivileged communities – working at the Rural Education Access Programme, my work enabled access to financial, psychosocial, and academic support, ensuring that students from rural communities not only accessed higher education but also completed their studies and transitioned into meaningful careers. This initiative ensures that young people from rural areas are not left behind.

How do you integrate your passion for gender equality into your work?

Gender equality is central to my work as a social impact professional. At the British Council, I have advocated for wider access to opportunities for female students, researchers, academics and entrepreneurs. I also commissioned a comprehensive Gender Analysis to inform gender equality mainstreaming within all our higher education programmes in Sub-Saharan Africa. I believe that empowering women in and through higher education is a critical step towards achieving gender equality in Africa. While representation is important,

in my work I find opportunities for women to be afforded access to platforms, skills, and resources in an inclusive way. I have also worked on fostering partnerships between universities, governments, and private sector actors that support gender inclusivity in higher education institutions.

What's the best career advice you've ever received?

Be intentional about building your professional network. Relationships and collaborations are important for one's career growth and success. The opportunities I have had, whether in leadership, partnerships, or international engagements have mostly been possible because of the networks I have built over the years. You need mentors, sponsors, advocates and other people who can recommend you, support your growth and provide opportunities you need to progress in your career.

Embrace lifelong learning. The world is constantly evolving so remaining relevant requires a commitment to continuous learning. Lifelong learning not only opens doors for career advancement, but it can also position you as a leader or expert in your field. In the social impact space, where challenges are complex and ever-changing, being a lifelong learner helps you to identify opportunities to adapt, innovate, and create meaningful and lasting change.

I believe that empowering women in and through higher education is a critical step towards achieving gender equality in Africa.

THOBEKA RQUILLR PHANYEKO

Thobeka Aquilla Phanyeko is a journalist, features editor, life coach and social impact advocate who has dedicated her career to shaping narratives that empower and inspire. As the Features Editor at Glamour, she uses storytelling to drive conversations around inclusivity, representation and women's empowerment. In this interview, she shares the defining moments that led her to journalism, the evolution of the media landscape. and her insights on balancing journalism with her passion for coaching and social change.



BACKGROUND

Thobeka's journey began with a passion for storytelling that led her to study Media Studies at UCT. She gained hands-on experience as a content producer at eNCA before transitioning into print journalism, where she worked as a writer at Caxton and later at Condé Nast. Since 2023, she has served as Glamour's Features Editor. Bevond journalism. Thobeka is a certified life coach and NLP practitioner.



https://www.linkedin. com/in/thobeka-aquillaphanyeko-36ba7964/

The power of storytelling

What inspired you to pursue a career in journalism, and how did your journey lead to Glamour?

I've always wanted to be a writer. I studied drama at the National School of Arts and I discovered that I enjoyed learning about different styles of writing and different playwrights and philosophers as much as I enjoyed being on stage. This prompted me to participate in the Original Works Festival, where I had the opportunity to write and stage a play about my life. The reception to my play titled "Club Life" awakened me to the power of storytelling. This was the defining moment for me.

Studying Drama and Media Studies at UCT gave me a glimpse into the life I was destined for. I was exposed to different mediums and had the privilege of working for Reuters and eNCA before I went into publishing. I enjoyed the fast-paced nature of hard news, and I attribute my worth ethic to my early journalism career. I'm a writer at my core, so I was always going to end up in publishing.

What are some of the most impactful interviews or stories you have worked on, and why do they stand out to you?

I'm grateful to have been part of shifting the narrative around inclusivity and representation. I approach every cover story with the intention of affirming our audience that they're enough. I also feel honored to have been at the forefront of conversations that empower and celebrate South African women. I'm driven by social impact, so I try to elevate the conversation across industries. As an advocate for literacy and women empowerment, founding and hosting The Glamour Book Club is a feat I'll always be proud of. The women I've met along the way continue to affirm that I am where I ought to be.

Studying Drama and Media Studies at UCT gave me a glimpse into the life I was destined for. I was exposed to different mediums and had the privilege of working for Reuters and eNCA before I went into publishing.

How do you balance being a journalist, a life coach and a social impact advocate? Do these roles complement each other?

Social impact is the common thread. I weave my life coaching work into my journalism role. Ultimately it's about connecting with people and meeting them where they are. I get to do what I love for a living and that's the prize!

How has the media landscape evolved since you started your career, and what skills do young journalists need to succeed today?

Can we talk about how technology has disrupted the industry in a positive way? When I was working as an editorial intern at Reuters, filing stories from the field wasn't a seamless process. It was all manual. I'm also the co-founder of the Village Vibe, a residence magazine I started with Abigail Mlothswa, my late friend. We both stayed at Clarinus Village and identified a communication gap. We therefore used the magazine as a platform for students to connect and share their experiences.

I recall going to the printers with a USB stick whenever we were due to print. There's a lot to be said about the migration to digital. As a print journalist, I'll always love the feel of paper and just immersing myself in the experience of a book or magazine in hand.

You definitely need to be agile as the media landscape continues to shift and change. Remain curious and be teachable, always! After all this time, I'm still learning.

How do you see Al and digital transformation impacting journalism in the coming years?

We see it playing out in real time. I do worry about journalistic ethics and finding a balance. There's definitely room to work alongside AI, but it can't be the main thing. I will always advocate for the use of AI responsibly across the board. May we always stay true to the values of truth and credibility. This is my wish as the landscape continues to evolve.

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How to apply: Visit www.abb.com/careers to submit your application. Only applications submitted through the online system will be considered. Attach your CV, ID, Qualifications and academic record. Applications without the required documents will be disqualified.

Apply at: http://www.abb.com/careers Applications closing date: 31 July 2025

SA citizenship required? Yes

Locations: Johannesburg, Durban and Cape Town **Job types offered:** Graduate in Training, Engineer In Training, Apprenticeship/P1-P2/ and Learnerships

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

Degrees sought

Engineering Commerce

Website: new.abb.com/africa

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How to apply: Please complete your profile on Leap.ly and apply to your chosen position at Absa by submitting your application.

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Applications closing date: 31 July 2025

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: CORPORATE

INVESTEMENT BANKING, IT, SAICA & CIMA.

IOP, RISK & AUDIT

Opportunities on offer: Graduate Opportunity,

Internship, Vac Work

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Website:

www.absa.africa/careers



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Who we are looking for: Beyond the expected attributes of academic excellence, exemplary conduct, trustworthiness, candidates who fit in best with the firm

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How to apply: Interested candidates may visit our website www.adams.africa. We have the application process on our Graduate Recruitment page.

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

Applications closing date: 28 February 2026

SA citizenship required? Yes

Locations: Pretoria, Johannesburg, Cape Town and

Durban

Job types offered: Candidate Attorney

Opportunities on offer:

Graduate Opportunity, Bursary/ Scholarship, Vac Work

Degrees sought





Website: www.adams.africa

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Who we are looking for: STEM How to apply: Check our linkedIn

Apply at: www.arm.co.za

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Different Locations

Job types offered: STEM, Accounting, Finance,

Law

Opportunities on offer: Graduate Opportunity,

Bursary/Scholarship



Degrees sought



Website: www.arm.co.za



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Who we are looking for: Afrimat looks for candidates with qualifications such as a BEng, BSc in Engineering, or a relevant scientific degree.

How to apply: Please take a look at

www.afrimat.co.za/about-us/careers or email info@afrimat.co.za

Apply at: www.afrimat.co.za/about-us/careers/

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Western Cape, Eastern Cape, Northern Cape, KwaZulu-Natal, Gauteng, Mpumalanga, Limpopo, North West

Job types offered: Mining Engineer, Mechanical Engineer, Electrical Engineer, Process Engineer, Geotechnical Engineer

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

Degrees sought

Science

Engineering

Humanities

Health Sci

Website:

www.afrimat.co.za

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Who we are looking for: We are looking for dynamic individuals to join our diverse environment to make a difference in patient care and organizational efficiency.

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How to apply: Access the website to view the application process via our LinkedIn and PNET pages.

Apply at: www.afrocentric.za.com/apply-for-jobs.php

Applications closing date: 30 November 2025

SA citizenship required? Yes

Locations: Johannesburg, Cape Town, Durban,

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

Opportunities on offer: Graduate Opportunity, Full

Time Offer, Internship, Vac Work



Degrees sought

Science

Engineering Commerce

Humanities

Law

Health Sci

Website:

http://www.afrocentric.za.com/



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Who we are looking for: Final year students who are

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How to apply: Please apply via link www.allangray. co.za/careers/

Apply at: www.allangray.co.za/careers Applications closing date: 17 March 2025

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Finance, Retail Client Services,

Retail Operations, IT

Opportunities on offer: Internship

Degrees sought

Science

Commerce

Website:

www.allangray.co.za

BAIN & COMPANY (4)

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Who we are looking for: We are looking for academically strong candidates, across all

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How to apply: Please apply via our website (www.bain.com/careers/) with your cover letter, CV & full academic results to date (Matric certificate included)

Apply at: www.bain.com/careers/

Applications closing date: 31 August 2025

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Management Consulting

Opportunities on offer:

Graduate Opportunity, Full Time Offer, Internship

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website: www.bain.com



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Who we are looking for: We want law students who can combine an impressive academic track

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Apply at: www.bakermckenzie.com/en/locations/emea/south-africa#careers

Applications closing date: 31 May 2025

SA citizenship required? No **Locations:** Johannesburg

Job types offered: Legal

Opportunities on offer: Graduate Opportunity,

Vac Work

Baker McKenzie.

Degrees sought

Science Engineering Commerce

Humanities

Law Health Sci

Website:

www.bakermckenzie. com/en/locations/ emea/south-africa

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Applications closing date: 31 December 2025

SA citizenship required? Yes

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

Job types offered: Audit Articles

Opportunities on offer: Graduate Opportunity, Vac Work

BDO

Degrees sought

Science

Engineering

Commerce

Humanities

Health Sci

Website:

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



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Applications closing date: 1 October 2025

SA citizenship required? No **Locations:** Johannesburg

Job types offered: Internship and Business

analyst

Opportunities on offer: Graduate Opportunity,

Full Time Offer, Internship

Degrees sought

Science

Engineering

Commerce

Law

Website:

www.bcg.com

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countries: Kenya (Nairobi), Mauritius (Moka), Namibia (Windhoek, Swakopmund), South Africa (Cape Town, Durban, Johannesburg), Tanzania (Dar es Salaam) and Zambia (Lusaka)

Who we are looking for: We look for students studying towards B.Com Law, BA Law or LLB degrees. Our lawyers are team players. They are committed

to excellence and deliver high quality service. Most importantly, they possess a passion for the law. So, we look for well-rounded people.

Apply at: https://bowmanslaw.com/graduaterecruitment/

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Cape Town, Johannesburg and Durban

Job types offered: Articles. Vacation Work and

Bursaries

Opportunities on offer:

Graduate Opportunity, Bursary/Scholarship, Vac Work

ROWMANS Degrees

sought

Website:

www.bowmanslaw.com/



Boxfusion



Born in 2008 to revolutionise the public sector, Boxfusion has become the driving force behind digital government in South Africa. Our award-winning, homegrown solutions empower over 100,000 public servants daily, streamlining operations and improving the lives of millions of citizens. As the local ISV with the largest footprint in government, Boxfusion is proud to lead the charge in digital transformation, making government services more efficient, accessible, and citizen-centric.

Who we are looking for: At Boxfusion, we're looking for talented students like you-studying Computer Science, IT, or Information Systems—who bring strong problem-solving, analytical and innovative thinking skills to roles in software engineering, testing, business analysis, and data

How to apply: Follow the Boxfusion LinkedIn page for our latest vacancies or email your CV to graduate. programme@boxfusion.io and we will get back to you.

Apply at: https://boxfusion.io/

Applications closing date: 31 December 2025

SA citizenship required? Yes **Locations:** Johannesburg

Job types offered: Software Engineering, Data Engineering, Business Analysis, Software Testing

Opportunities on offer: Graduate Opportunity

Degrees sought

Science

Engineering

Commerce

Website:

https://boxfusion.io/

usinessPartners

The Entrepreneur's Financier

Business Partners Ltd



leading business financiers for viable SMEs. We provide business finance ranging from R500 000 to R50 million, sectoral knowledge, mentorship, business premises and other added-value services for formal SMEs in South Africa and selected African countries.

Business Partners Limited is one of the world's

Who we are looking for: BCom with accounting major or Accounts II at a minimum. outgoing and enthusiastic about networking

How to apply: Please submit your cover letter and CV to Amira Harneker aharneker@ businesspartners.co.za

Apply at: http://www.businesspartners.co.za Applications closing date: 31 October 2025

SA citizenship required? Yes

Locations: Cape Town

Job types offered: banking and finance

Opportunities on offer: Graduate Opportunity,

Internship

Degrees sought

Commerce

Website:

www.businesspartners.co.za



C₂M

At C2M, we redefine the standards of financial services. As one of the largest independent audit, accounting, and advisory firms in South Africa, our mission is to simplify the complexities of finance for our clients. In a world where financial landscapes are constantly evolving, C2M stands out with its commitment to clarity and simplicity. Our team of seasoned Chartered Accountants, Professional Accountants, Tax Consultants, and Payroll Administrators works in unison to provide you with comprehensive financial solutions. Our services are not just about numbers; they are about creating value and providing peace of mind.

Who we are looking for: Academic Qualifications (Degree).

How to apply: Please submit your CV & Latest academic results to jobs@c2mca.co.za

Apply at: https://c2m.co.za/

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Cape Town

Job types offered: SAICA & SAIPA Trainee

Accountants

Opportunities on offer: Graduate Opportunity

C/2/M

Degrees sought

Engineering

Commerce Humanities

Health Sci

Website: https://c2m.co.za/

C&A Friedlander Attorneys

C&A Friedlander traces its roots to the establishment of Friedlander & Du Toit in Cape Town in 1899. Our dynamic practice offers specialist legal services and are at the forefront of legal developments. We have more than thirty qualified professionals backed by a well-established infrastructure of support staff, administration and systems. We believe that the size of our firm is a major advantage, being large enough to render efficient and reliable services but at the same time being small enough to provide attention to detail, personal and dedicated service.

Who we are looking for: Well-rounded, dynamic, driven and service orientated individuals, who would like to complete their Articles at C & A Friedlander. Requirements: LLB degree, Excellent spoken and

 $written\,English, Strong\,admin\,skills, Computer\,literate$

How to apply: Email application to graduates@caf. co.za and include: Email or letter - stating why we should consider you; CV; Academic Transcripts; Matric Certificate: ID: 2 References

Apply at: https://caf.co.za/

Applications closing date: 30 June 2025

SA citizenship required? Yes

 $\textbf{Locations:} \ \mathsf{Noordhoek,Claremont,Cape} \ \mathsf{Town} \ \mathsf{and}$

Tygervalley

Job types offered: Legal Secretary, Conveyancing Secretary, Accounts Assistant, Receptionist, Candidate Attorney, Associate, Senior Associate, Director

Opportunities: Graduate Opportunity, Vac Work

CSA FRIEDLANDER attorneys

Degrees sought

Science
Engineering
Commerce
Humanities



Website: https://caf.co.za/

The law is calling

Work alongside legal professionals on impactful matters.

Our recruitment process:

Online application

Graduate recruitment team interview

03

Placement in vacation programme or online assessment

Final interview with Graduate Recruitment Committee

05

Offer for Practical Vocational Training

Don't let the application window pass you by.

Application closing dates:

Summer Vacation Programme (November/December 2025)

1 August 2025 – 30 September 2025

Bursaries (2026)

1 September 2025 – 30 September 2025

Explore our website for further information.

www.apply4law.africa





CAMAF Medical Scheme

Our ability to understand the unique needs of our professional member base and the personalised service that recognises our members as individuals with specific needs, is what puts CAMAF in a class of its own and sets us apart from other medical schemes.

Who we are looking for: We are looking for strong candidates who study accounting science.

How to apply: Please apply via link camaf.co.za

Apply at: https://camaf.co.za

Applications closing date: 31 October 2025

SA citizenship required? Yes

Locations: Johannesburg Job types offered: Finance

Opportunities on offer: Full Time Offer

Degrees sought



Website: https://camaf.co.za

Cliffe Dekker Hofmeyr

Cliffe Dekker Hofmeyr (CDH) is one of Africa's largest corporate and commercial law firms. Our firm track record spans over 171 years and CDH has consistently been ranked as one of Africa's number one largest commercial law firms. With more than 245 qualified lawyers and a service capability in 10 different practice areas from our offices in Cape Town, Nairobi, Sandton. Stellenbosch and Windhoek, our lawyers specialise in the full spectrum of services covering our clients' business legal needs and sizeable influence in Africa's kev financial centres and markets.

Who we are looking for: CDH looks for dynamic and all-rounded individuals, i.e. LLB candidates who demonstrate the following characteristics, academic excellence, good communication skills, positive attitude, commercial awareness, leadership qualities, and has integrity.

How to apply: Do so through our online application system on www.apply4law.africa. In completing the process, the student is required to submit their Cover Letter, CV. Academic results, ID and Grade 12 results.

Apply at: http://www.apply4law.africa

Applications closing date: 31 March 2025

SA citizenship required? Yes

Locations: Johannesburg, Cape Town

Job types offered: Vacation Programmes, Practical

Vocational Training

Opportunities on offer: Graduate Opportunity,

Bursary/ Scholarship. Vac Work



Degrees sought



Websitewww.cliffedekker hofmeyr.com



Clyde & Co

Clyde & Co is a leading international law firm with offices in Johannesburg and Cape Town. It specialises in insurance, infrastructure, construction, aviation, healthcare, and marine law. The firm advises on corporate transactions, dispute resolution, and regulatory compliance. Known for its deep industry expertise, Clyde & Co supports clients in navigating complex legal challenges across the globe. With over 100 legal professionals in South Africa, it has been active on the African continent for more than 20 years.

Who we are looking for: We are looking for applicants that have an exceptional academic standing who are in their penultimate or final year of their law degree studying BA Law, BCom Law, LLB degree, LLM (Marine law preferred)

How to apply: The application process generally includes submitting a curriculum vitae, full academic transcript, a copy of your ID, and your matric certificate. Incomplete applications lacking any of these documents may not be considered.

Apply at: https://careers.clydeco.com/en/early-careers/south-africa

Applications closing date: 31 May 2025

SA citizenship required? Yes

Locations: Johannesburg and Cape Town

Job types offered: Candidate Attorneys

Opportunities on offer: Graduate Opportunity, Vac Work



Degrees sought

Science
Engineering
Commerce
Humanities



Website: www.clydeco.com/en

Coca-Cola Beverages South Africa

Coca-Cola Beverages South Africa (CCBSA) is a proudly South African company which began operating as a legal entity in July 2016, after the merger of six non-alcoholic ready to drink bottling operations.

Who we are looking for: At CCBSA, our leaders mobilise our employees and accelerate our performance with agility. We develop our people, who are at the centre of our business, with the clear intention to reach their full potential. Suitable candidates need to match these attributes.

How to apply: Our Talent Acquisition process defines a best practice approach to recruitment.

Applicants are encouraged to apply on our official website, on the Career Page.

Apply at: www.ccbsaco.com/careers/

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: National

Job types offered: Commercial, HR, PACS, Engineering, Quality Assurance, Finance,

Procurement

Opportunities on offer: Full Time Offer, Bursary/ Scholarship Oca Colla Beverages South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Health Sci

Website: www.ccbsaco.com/



Crowe HZK



Crowe HZK is based in the Cape Town CBD. We are an independent member of the Crowe Global network, represented by over 200 accounting and advisory firms in more than 145 countries. Our clients range from smaller owner-managed businesses to large corporations and non-profit organisations (including NGO's). Of the 5 partners, many have attained postgraduate qualifications in various professional fields. At Crowe HZK, we focus on understanding our clients' business and the key issues they face.

Who we are looking for: We are looking to recruit exceptional people to join our audit team. You will need an Honours degree in accounting or an accredited BComm and registration for an Honours degree or equivalent with the intention of qualifying as a

Chartered Accountant (SA).

How to apply: Please visit our website's Career page and complete the job application form. Send your application form to recruitment.ct@crowe.za.com together with your ID, matric certificate, CV and academic transcripts.

Apply at: www.crowe.com/za/careers

Applications closing date: 28 November 2025

SA citizenship required? No

Locations: Cape Town

Job types offered: Audit traineeship

Opportunities on offer: Graduate Opportunity, Vac Work

www.crowe.com/za





Cultural Care Au Pair

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

Who we are looking for: Applicants must be 18-26 years old, have 200+ childcare hours, and a secondary school qualification. They should be eager to spend 12 months abroad, have a driver's

license or be able to get one, and possess basic conversational English skills.

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

Apply at: http://www.culturalcare.co.za/join-infomeeting

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: United States Of America

Job types offered: Child care **Opportunities on offer:** Vac Work

Website:

Degrees sought

Humanities

Law

Health Sci

Websitewww.culturalcare.co.za



De Klerk & Van Gend Incorporated

DKVG was founded in 1921 by the late DP de Klerk. More than a century later, we have become one of the leading law firms in South Africa. Our dedicated team of highly-experienced attorneys and support staff serves the public from three offices situated in central Cape Town, Claremont, and Tyger Valley.

When DKVG was founded, the 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 be positioned at the vanquard of the legal profession, with an excellent reputation among clients and colleagues.

Who we are looking for: We are looking for graduates with a zest for life, strong administrative skills, teachable and can network with people from various walks of life.

How to apply: You can apply for our vacation program at dkvg.co.za/careers/. Our candidate attorneys will be chosen from our pool of vacation work students.

Apply at: https://dkvg.co.za/careers

Applications closing date: 16 May 2025

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Law specifically litigation,

conveyancing and estates

Opportunities on offer: Graduate Opportunity, Full

Time Offer, Vac Work



Degrees sought



Website: https://dkvg.co.za

Defy Appliances

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

Who we are looking for: BSc: Electrical

Engineering; Mechatronics; Mechanical Engineering.

How to apply: Submit your CV & Transcripts at defygraduates.simplify.hr/Company/SubmitCv

Apply at: https://defygraduates.simplify.hr

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Durban, KZN

Job types offered: Engineering: Manufacturing, Quality Assurance. Commerce: HR, Finance,

Marketing, Supply Chain

Opportunities on offer: Graduate Opportunity,

Internship, Vac Work



Degrees sought



Website: www.defv.co.za/



Deloitte

If you are an aspiring Chartered Accountant, look no further. Become part of a global organisation that is making an impact every day. A workplace where you can immerse yourself in a dynamic culture of inclusion, collaboration, continuous development and high performance, all while being you.

Who we are looking for: Begin your CA Journey with Us. Are you a Chartered Accountant in the making? Are you looking to sign a 3-year training contract for articles? A Training Contract allows you to carry out your compulsory period of practical training at the firm.

How to apply: Apply for a training contract on

Deloitte.

www.joindeloitte.co.za. Create your profile online Upload the relevant documents (ID, Proof of Registration, Full Academic Record). Documents will be verified. Attend a virtual Assessment Centre

Apply at: http://www.joindeloitte.co.za

Applications closing date: 31 December 2025

SA citizenship required? No

Locations: Johannesburg, Cape Town, Durban and Windhoek (Namibia)

Job types offered: CA Articles

Opportunities on offer: Graduate Opportunity,

Bursary/Scholarship, Vac Work

Degrees sought

Science

Commerce

Humanities

Health Sci

Website:

www.deloitte.com/za/en.html

elenjical

Elenjical Solutions (Pty) Ltd

Elenjical Solutions is a Johannesburg-based Capital Markets and Risk technology consulting firm with a global footprint.

We are the only South African partner of Murex, as well as AWS. In 2024, we received the award for "Best Places to Work" by the Sunday Times as well as one of the fastest-growing Tech Companies in Africa awarded by the Financial Times.

Who we are looking for: Bachelors or Master's in Mathematics of Finance, Computer Engineering, Electronic Engineering, Electrical Engineering, Chemical Engineering, Financial Engineering, Computer Science, Statistics,

Computational Finance, Mathematics, Financial Risk

How to apply: Email the following documents to apply-ext@elenjicalsolutions.com: Matric Certificate; FULL Academic Transcript; CV

Apply at: www.elenjicalsolutions.com

Applications closing date: 30 November 2025

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Financial Technology

Consulting, Analyst

Opportunities on offer: Graduate Opportunity, Full Time Offer

Degrees sought





Commerce





Website:

www.elenjicalsolutions.com



ENS

With over 600 practitioners, ENS is Africa's largest law firm and has the capacity to deliver on your business requirements across all major industries and the African continent. We are able to leverage our resources to deliver legal solutions that suit your pricing preferences and timeframes. We have practical experience working on the ground and direct access to high-end, professional contacts across the continent, assuring you of consistent quality and world-class service.

Who we are looking for: Graduates with strong academic performance in BA Law, BCom Law, and LLB. Candidates should demonstrate learning agility, the ability to perform

under pressure, and strong planning and time management skills.

How to apply: Visit our website and attach your cover letter, CV, ID, Matric certificate and academic transcript (updated)

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

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Johannesburg; Cape Town; Durban

Job types offered: Legal

Opportunities on offer: Graduate Opportunity, Vac Work

-ens.

Degrees sought



Website: www.ensafrica.com

Entelect

We are a software development company that delivers awesome solutions using best practices and have a good time doing it. We offer end-to-end technology services and solutions, collaborating with our customers to help them go from good to great. Our career opportunities for graduates include full-time employment focusing on skills such as software engineering, business analysis and data engineering, to name a few.

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

How to apply: Please apply via our culture site: culture.entelect.co.za

Alternatively, you can email careers@entelect. co.za and attach your CV, Transcripts and ID copy

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

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Johannesburg, Cape Town

Job types offered: IT, Software

Opportunities on offer: Graduate Opportunity,

Full Time Offer, Vac Work

entelect everything is possible

Degrees sought

Science
Engineering
Commerce
Humanities
Law

Website:

https://culture.entelect.co.za



eSTUDY



eSTUDY is a digital learning and development company that provides learning technology, services, and programmes to its customers. We offer accredited, interactive, mobile, and customisable eLearning solutions designed to unlock workforce potential and drive organisational excellence. Our comprehensive services include learnerships, internships, and skills programmes, all tailored to meet the unique needs of South African businesses. By aligning our offerings with B-BBEE compliance requirements, we ensure that our clients not only enhance their skills development initiatives but also maximise their return on investment.

Who we are looking for: At eStudy, we seek adaptable, growth-driven individuals with NQF Level 6+ qualifications. Ideal candidates embrace learning,

innovation, and challenges, with skills in critical thinking, problem-solving, creativity, digital fluency, and leadership.

How to apply: Visit our website https://waxed.africa/ and go to the Submit Application button. Complete the form and upload your required documents.

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Nationwide

Job types offered: Finance, Engineering, HR, Logistics, Accounting, Marketing, Sales, IT, Admin, Legal etc.

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

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.estudysa.co.za/

Eversheds-Sutherland (SA) Inc

As a global top 10 law practice, Eversheds Sutherland provides legal advice and solutions to an international client base which includes some of the world's largest multinationals.

Our teams of lawyers around the world operate seamlessly to deliver the legal know-how and strategic alignment that clients need from their advisors to help further their business interests.

Clients describe us as creative and well-versed in cutting edge legal work, we listen well in order to understand how and where we can be most effective and add the greatest value.

Who we are looking for: We're interested in more than your qualifications, skills and knowledge. These elements are important, but it is your strengths that

will really make the difference - those aspects of your work that really engage you, that you really enjoy & that energize you.

How to apply: Please submit, your CV; Transcripts; matric certificate; ID copy and any other relevant documents to:

careers@eversheds-sutherland.co.za

 $\begin{tabular}{ll} \textbf{Apply at:} www.eversheds-sutherland.com \end{tabular}$

Applications closing date: 31 July 2025

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Candidate Attorney articles

Opportunities on offer: Graduate Opportunity, Vac

Work

E V E R S H E D S SUTHERLAND

Degrees sought

Science Engineering

Commerce

Law Health Sci

Website:

www.eversheds-sutherland.com/en/south-africa



Exxaro



Exxaro is a South Africa based diversified resources company with a coal business and acquisitive prospects in minerals and energy. Our vision is to produce resources that poer a clean world. Powering better lives in Africa and beyond.

Who we are looking for: We are looking for bursars and graduates that study engineering and geology degrees who are interested in building a career in mining.

How to apply: Candidate can apply by registering their profile on our website

Apply at: http://www.exxaro.com

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Pretoria

Job types offered: Engineering, Geology, Mine

Surveying

Opportunities on offer: Graduate Opportunity,

Bursary/Scholarship

Degrees sought

(Science)

Engineering

Humanities

Law

Health Sci

Website:

http://www.exxaro.com

EY

Working at EY isn't just a job; it's a chance to discover your purpose. Through real-world challenges and exposure to diverse clients in Financial services, Retail, manufacturing, renewable energies to name a few, you'll grow faster than ever. EY also offers immense learning and growth opportunities in both your professional and personal capacity. At EY, making a difference isn't just a goal, it's our culture.

Who we are looking for: We are looking for graduates what strong academics in business related disciplines with majors in finance and accounting. Strong analytical and numeracy skills as well as innovative thinking are core qualities

required.

How to apply: Visit the website and complete an online application including your CV, ID, Matric certificate, full academic history and current year proof of registration

Apply at: https://ey.com/careers/eygrads

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Cape Town, Johannesburg, Durban,

Bloemfontein, Qheberha

Job types offered: Article Clerks - Audit

Opportunities on offer: Graduate Opportunity,

Bursary/ Scholarship, Vac Work

Building a better working world

Degrees sought

Science Engineering

Commerce

Law Health Sci

Website: www.ey.com/en gl



Fairbridges Wertheim Becker

FAIRBRIDGES WERTHEIM BECKER

Est. 1812

Degrees

At Fairbridges Wertheim Becker, we pride ourselves on being both ethical and empathetic. We enjoy working in a professional yet supportive environment. We know the worth of good inter-personal relationships, often referred to as our family values, and we believe this brings significant benefits to our clients. Throughout our long and rich history, we have always adapted to a changing environment and embraced innovation in seeking solutions for our clients. We are accountable to one another and to our clients, and are mindful of our role and responsibilities to our community and in South Africa.

Who we are looking for: Candidates must have or be completing a LLB, be all rounded individuals, have good interpersonal skills, a strong work ethic, be capable of

critical thinking, apply attention to detail, commercial & social awareness, excellent research & communication skills

How to apply: Email a motivational letter, cv, id, matric certificate, academic transcript, degrees and 2 character references (not older than 6 months) to apply@fwblaw.co.za with PVT 2026 Cape Town or Johannesburg in the subject line.

Apply at: http://www.fwblaw.co.za/careers Applications closing date: 30 April 2026

SA citizenship required? Yes

Locations: Johannesburg and Cape Town

Job types offered: Candidate Attorney, Attorney **Opportunities on offer:** Graduate Opportunity

sought

Law

Website:

http://www.fwblaw.co.za

Fasken

Fasken has had an established presence in Africa for over 130 years, with the founding partner in South Africa commencing practice as an attorney in Grahamstown in 1879 before moving to Johannesburg in 1886.

We work with our colleagues across the firm to help our clients succeed.

Our Johannesburg team has experience and expertise in all of Africa's established and growth industries, including mining, energy, infrastructure, healthcare, technology and finance.

Who we are looking for: We consider candidates with any undergraduate degree plus LLB, a four-year LLB or an LLM.

How to apply: Please submit your cv, cover letter and transcripts using link

Apply at: www.fasken.com/en/careers/ lawstudents/johannesburg

Applications closing date: 1 October 2025

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Articles and Vacation work **Opportunities on offer:** Graduate Opportunity, Full Time Offer, Bursary/Scholarship, Vac Work

FASKEN

Own tomorrow

Degrees sought

Law

Website: www.fasken.com



There are two kinds of people: Those who wait, and those who START

2026 Quant and Data Analytics graduate and CA training programmes offered by FirstRand

The FirstStart programmes provide practical and immersive participation in the complex but exciting world of financial services. Our young talent get to work in different businesses that form part of the FirstRand group - FNB, RMB, WesBank, Aldermore and Ashburton Investments.

Applications for 2026 are open!

www.start.firstrand.co.za

















FirstRand

FirstRand

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

Who we are looking for: BSc/Honours/Masters degrees in: Financial risk management Actuarial

science Mathematical statistics Quantitative risk management Engineering Data science, Honours/PGDA diploma in Accounting

How to apply: Please submit Cover Letter, CV and full academic transcript to www.start.firstrand.co.za

Applications closing date: 31 July 2025

SA citizenship required? Yes

Locations: Johannesburg and Cape Town

Job types offered: Accounting Articles, Quants,

Data

Opportunities on offer: Graduate Opportunity, Full Time Offer

Degrees sought

Science

Engineering

Commerce

Website:

Forvis Mazars

Forvis Mazars specializes in audit, tax, and advisory services. They operate as a globally integrated partnership across over 100 countries, offering tailored solutions to clients of all sizes-from small businesses to multinational corporations. Their expertise spans various industries, leveraging a deep understanding of sector-specific environments and trends. Forvis Mazars offers graduates excellent opportunities for career growth, fostering skills in areas like audit, tax, and advisory, while providing exposure to a diverse range of industries.

Who we are looking for: Well-rounded students who express commitment to their students as well as actively developing skills they will utilise in the working environment, by participating in extra-curricular

activities. Applicants must be pursuing a SAICAendorsed qualifications

How to apply: You will be required to apply on our career portal by uploading your CV, copy of your ID and academic transcript.

Apply at: www.forvismazars.com/za/en/join-us

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Bloemfontein, Cape Town, Durban. Ggeberha, Johannesburg, Pretoria,

Job types offered: Accounting - SAICA training contracts

Opportunities on offer: Graduate Opportunity

mazars

www.firstrand.co.za

Degrees sought

Commerce

Website:

www.forvismazars.com/za/en



When you choose a career at FNB, you'll not only get the personal support you need, you'll discover a bank that is using AI to redefine help. From helping you make the most of every opportunity in your career, to understanding how we are using AI to revolutionise our customers' experiences and change the world for the better.

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



Present: Student Future: Software Engineer



FPG Property Management (PTY) LTD



FPG Property Fund is a dynamic South African property investment and development company. We source and invest in opportunities to create sustainable value, acting swiftly and flexibly. Our comprehensive approach covers acquisition, leasing, maintenance, management, and development of quality properties with long-term growth potential. Managing all asset and property services internally, we ensure aligned interests. Passionate about vibrant, mixed-use spaces that uplift communities, our innovative team has trained 35 interns to date, driving excellence through strategic retail acquisitions, fostering growth, loyalty, and hard work.

Who we are looking for: Diploma or Bachelor's degree (BCom/BSc; Property Studies advantageous), strong communication, teamwork, and problemsolving skills, and a passion for learning. We value professionalism, reliability, and a drive for excellence.

How to apply: Email your CV, academic transcripts, and a 2-minute video telling us who you are and why you want to be an FPG Intern to unathi@fpggroup.co.za

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Finance & Accounting, Property Management, Asset Management, Project Management, Facilities Management, Legal & Leasing, Marketing

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

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Website:

http://www.fpaaroup. co.za/

Gawie le Roux Institute of Law

The Gawie le Roux Institute of Law is an LPCaccredited institute and private provider of high-quality legal training to attorneys, candidate attorneys, and legal support staff working in law firms. The Institute offers various courses. webinars, and workshops aimed at improving the professional conduct and productivity of staff working in law firms. Our most exciting offering is the 400-hour practical vocational training (PVT) programme. Practical vocational training is a compulsory step for admission as an attorney and by completing a 400-hour programme, you can shorten your articles from 2 years to 1 year.

Who we are looking for: We would like to inform

students of this programme before they start their articles at a firm when they've graduated. Programme admission requirements: LLB degree, an average of 55% or more in your degree

Apply at: www.gawieleroux.co.za/practicalvocational-training

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Our programme is presented online.

Opportunities on offer: Graduate Opportunity

Degrees sought

Law

Website:

www.gawieleroux.co.za



Goldwind



Goldwind is a trusted global strategic partner in clean energy. As a company, we are committed to promoting energy transformation to ensure access to affordable, reliable, and sustainable energy for all, further Driving a Renewable Future. Specializing in energy development, energy devices, energy services, and energy use, Goldwind leverages its global network of scientific research innovation and best business practices to take renewable energy utilization and efficiency to new heights.

Who we are looking for: Students in the Engineering discipline, Electrical, Mechanical & Civil Engineering

How to apply: Please submit your CV to nkosi. mkhatshwa@goldwind.com

Apply at: https://careers.goldwind.com/go/ Student-Jobs/8865401/

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Northern Cape, Western Cape, Eastern Cape, Mpumalanga, Johannesburg

Job types offered: Site Technician, Engineering **Opportunities on offer:** Graduate Opportunity, Full Time Offer, Internship, Bursary/ Scholarship, Vac Work

Degrees sought



Website: www.goldwind.com/

Haleon

You have loved and trusted our brands for over 170 years. We have a clear purpose, to deliver better everyday health with humanity.

Our category-leading brands include
Sensodyne, Panadol, Centrum, TUMS, Advil,
Otrivin and Voltaren. We combine deep human understanding and trusted science to make everyday health more inclusive, more achievable and more sustainable.

Who we are looking for: We are looking for graduates with strong academic backgrounds in Mechanical, Electrical and Industrial Engineering, Biochemistry, Marketing and Commerce/Business. Attributes that we look for are Integrity,

Resilience with interpersonal and communication skills

How to apply: Please submit your full CV together with our academic transcripts.

Apply at: www.haleon.com/careers/early-talent **Applications closing date:** 30 November 2025

SA citizenship required? Yes

Locations: Cape Town, Johannesburg

Job types offered: Engineering, HR, Marketing,

Sales, Lab Analyst, Pharmacists

Opportunities on offer: Graduate Opportunity,

Full Time Offer

Degrees sought







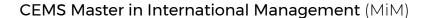






Website:

www.haleon.com





Expand Your World with a Global Perspective; The CEMS Master in International Management at UCT GSB

In today's hyperconnected world, an international perspective isn't optional — it's essential.

The CEMS Master in International Management (MiM) at the UCT Graduate School of Business is your onramp to a global business career.

This unique, one-year master's programme offers:



International management courses taught at top-ranked business schools



Business skills seminars with global thought leaders





A compulsory international internship to gain real-world experience

Graduates earn two globally respected qualifications:

the Master in International Management by CEMS, and the Master of Management specialising in International Management degree by UCT GSB.



Learn more: <u>www.gsb.uct.ac.za/cems-mim</u> admissions@gsb.uct.ac.za

Study in Cape Town. Learn in Milan. Intern in Singapore. With CEMS, your classroom is the world.

A Global Network That Opens Doors

Join a global community of over **18,000 alumni, 70+ corporate partners,** and a **consortium of 30+ elite business schools** - including institutions in Tokyo, Paris, São
Paulo, Cairo, New York, and beyond.

Through CEMS, you'll gain international exposure, cultural intelligence, and the real-world business experience to lead with confidence in global markets.









Hatch

Employee-owned and independent—free to bring our best thinking to your business. Our exceptional, diverse teams combine vast engineering and business knowledge, working in partnership with our clients to develop market strategies, manage and optimize production, develop new game-changing technologies, and design and deliver complex capital projects. Our people are passionate about our corporate purpose and values. We believe in long-term relationships with our partners and are committed to our clients' lasting success.

Who we are looking for: While technical skills acquired from your engineering degree

HATCH

are important, we also look for leadership and communication skills, like your ability to take initiative, collaborate and communicate clearly.

Apply at: https://jobs.hatch.com/content/ Students-and-Graduates/?locale=en_US

Applications closing date: 31 October 2025

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Mechanical Engineering; Electrical Engineering; Civil Engineering; Chemical

Engineering

Opportunities on offer: Bursary/ Scholarship, Vac Work

Degrees sought

Science

Engineering

Humanities

(Health Sci

Website: www.hatch.com/

HaysMac

HaysMac is an award-winning firm of chartered accountants and tax advisors. With almost 40 partners and over 550 staff, we provide advice to entrepreneurs, fast-growing and owner-managed businesses, and not for profit organisations spanning across the UK and internationally.

We are looking to grow our flagship South African office in Cape Town and recruit a team of graduates to join in January 2026. As a graduate looking to kickstart your career, we offer exciting opportunities to join HaysMac's Audit, Tax or Business Support training programmes, whilst gaining valuable experience working in a team to help our clients achieve your goals.

Who we are looking for: We are looking for ambitious graduates with an entrepreneurial mind set to join

our growing team on this journey. Students studying BComm Accounting, BComm Financial Accounting or BComm Management Accounting.

How to apply: Apply with your CV and university transcript to the following email address: sarecruitment@haysmac.com, or apply through our website at: https://haysmac.com/vacancies/

Applications closing date: 31 July 2025

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Accounting, Tax, Audit, Business

Support & Outsourcing

Opportunities on offer: Graduate Opportunity, Full

Time Offer

HaysMac⁺

Degrees sought

Science Engineering

Commerce

Law

Website:

haysmac.com/about



Herold Gie Attorneys



Herold Gie is a leading full-service law firm operating from three branches conveniently situated in Cape Town, Kenilworth, and Bellville.

Founded in 1894, our continued success is distinguished by our 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: A well rounded individual who is able to adapt well to fast pace environments that comes with our rotional program.

How to apply: Applications can be emailed to training@heroldgie.co.za which includes

a motivational letter, curriculum vitae, official academic transcripts (up to date), matric certificate. ID or Driver's license

Apply at: https://heroldgie.com/careers **Applications closing date:** 31 March 2025

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Candidate Legal attorneys Opportunities on offer: Bursary/ Scholarship,

Vac Work



Degrees sought





Websitehttps://heroldgie.com/

AT THE HEART OF YOUR HOME

Hisense

Hisense

In 1996, Hisense officially entered the South African market with product lines covering televisions, refrigerators, mobile phones, washing machines, air conditioners, and other products. Its sales channels covered over 5.100 stores within South Africa and radiated to more than 10 surrounding countries in Southern Africa, such as Namibia, Zambia. Mozambique, and Zimbabwe. From 2012 to the present. Hisense's product sales in the South African market have been increasing year by year. As of 2019. Hisense's refrigerators had a sales volume share of 29% and ranked first in the South African market.

Who we are looking for: Respecting for different cultural norms and work ethics. Ability to communicate clearly and collaborate effectively across languages.

Willingness to embrace change and adapt to different working styles.

How to apply: When applying at Hisense, please ensure that you have your Motivational Letter, Resume and academic transcripts. You will be than required to complete an internal application form. CV email direct to: hrgeneral@hisense.com or sa.menziez@hisense.com

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Johannesburg, Cape Town

Job types offered: Logistics, Supply Chain, Finance,

Sales, Marketing

Opportunities on offer: Graduate Opportunity, Full

Time Offer, Internship

Degrees sought



Website:

www.hisense.co.za/company



IDM Group

South Africa's leading and largest debt management company. IDM offers comprehensive advice and a host of highly relevant financial and effective debt relief solutions to South African consumers who are facing tight budgets and are struggling with debt.

Who we are looking for: BCom/BAdmin How to apply: Visit our IDM Careers portal Apply at: www.idmgroup.co.za/careers **Applications closing date:** 31 October 2025

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Financial Assessor **Opportunities on offer:** Full Time Offer



Degrees sought

Science
Engineering
Commerce
Humanities
Law

Website:

www.idmgroup.co.za

impact.com

impact.com is the global leader in partnership automation, a new category of SaaS technology that enables businesses to grow through all kinds of partnerships. Companies like eBay, Walmart, Ticketmaster, and Uber have turned to us to grow their partnerships. In 2020 alone, we added 500+ new clients, and as businesses discover partnerships as a significant growth channel, that number continues to grow. We're transforming the way businesses succeed, and we're looking for innovative team members who are ready to make a difference in the partnership econom

Who we are looking for: Bachelor's degree: Computer Science or IS with Strong Java skills Marketing, Finance, Data Science

How to apply: Please submit your application on www.impact.com/careers for any suitable graduate or student opportunities.

Apply at: http://www.impact.com/careers

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Software Engineering / Marketing / Finance / Compliance Internships;

Graduate positions

Opportunities on offer: Graduate Opportunity,

Full Time Offer, Internship



Degrees sought



Website: http://www.impact.com



Infoglobe Cape Town (Pty) Ltd

Re/Max Infoglobe is a leading real estate company specializing in residential and commercial property sales, rentals, and investments. With a strong reputation for excellence, we provide expert market insights, innovative marketing strategies, and personalized client service. What sets us apart is our commitment to integrity, professionalism, and empowering our agents with world-class training and support. Graduates joining our team gain hands-on experience, career growth opportunities, and the chance to be part of a globally recognized brand.

Who we are looking for: We seek candidates

with a degree or diploma in real estate, property studies, business, marketing, or finance. Essential skills include strong communication, sales, negotiation, and problem-solving abilities.

How to apply: Submit your CV to: franschhoek@ remaxinfo.co.za

Apply at: https://remaxinfoglobefranschhoek. co.za

Applications closing date: 31 December 2025

SA citizenship required? no

Locations: Pretoria & Cape Winelands

Job types offered: Property

Opportunities on offer: Internship, Vac Work



Degrees sought

Commerce

Humanities

Law

Website:

https://remaxinfoglobefranschhoek.co.za

[⊕]Investec

Investec

Investec is a distinctive bank and wealth manager, dedicated to creating enduring worth. We deliver exceptional service to our clients in the areas of banking and wealth management, striving to create long-term value for all our stakeholders and contributing meaningfully to our people, communities and the planet.

Who we are looking for: Investec seeks out dynamic, energetic candidates driven by tenacity, integrity and Out of the Ordinary thinking

How to apply: To apply for graduate programmes, you can browse our careers page on our website and will press on the relevant link, ensure to submit all necessary documentation.

Apply at: www.investec.com/en za/welcome-toinvestec/Careers/vacancies.html

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Banking, finance, tech,

quants, property

Opportunities on offer: Graduate Opportunity,

Internship

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Website:

www.investec.com/en za.html



JTC Fund Solutions RSA (Pty) Ltd



JTC is a publicly listed, global professional services business with deep expertise in fund. corporate and private client services. Every JTC person is an owner of the business and this fundamental part of our culture aligns us with the best interests of all of our stakeholders. Our purpose is to maximise potential and our success is built on service excellence, long-term relationships and technology capabilities that drive efficiency and add value.

Who we are looking for: We are looking for graduates with strong academics in the Accounting and Investments field. Strong analytical and numeracy skills as well as

innovative thinking are core qualities required.

How to apply: Please go to JTC Careers and navigate your way to "Opportunities Available", choose the correct role and submit your application.

Apply at: http://www.jtcgroup.com/jtc-careers **Applications closing date:** 31 December 2025

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Accounting, Finance,

Investments

Opportunities on offer: Internship

Degrees sought

Commerce

Website:

http://www.jtcgroup.com

Kenvue Pty LTD

Kenvue is the world's largest pure-play consumer health company by revenue. Built on more than a century of heritage and propelled forward by science, our iconic brands – including Aveeno®, BAND-AID® Brand Adhesive Bandages, Johnson's®. Listerine®, Neutrogena®, Tylenol® and Zyrtec® – are recommended by health care professionals and can be trusted by consumers who use our products to improve their daily lives. Our team members share a digital-first mindset, with an approach to innovation grounded in deep human insights and work every day to earn a place for our products in consumers' hearts and homes.

Who we are looking for: We are looking for strong academic students with interest in Marketing, Finance, Supply Chain and Logistics management as well

as business management and regulatory affairs management

How to apply: You can click on the link below for any vacancies www.kenvue.com/careers Alternatively, please email CV's to rjacob03@kenvue.com

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Marketing interns, Junior Brand

Managers

Opportunities on offer: Graduate Opportunity, Full

Time Offer, Internship

Kenvue

Degrees sought

Science

Commerce

Health Sci

Website:

http://www.kenvue.com



Kirby Group Engineering South Africa



Founded in 1964 in Limerick, Kirby Group Engineering is a leading mechanical and electrical engineering contractor operating across Ireland, the UK and mainland Europe, and directly employing over 1,800 highly-skilled professionals. Kirby provides full mechanical and electrical contracting services as well as specialist high voltage (HV) and medium voltage (MV) design and construction services to clients across a number of different sectors including Data Centres, Life Sciences, Industrial, and Power and Renewables.

Who we are looking for: Graduates with strong academics in the Engineering & Build

Environment. Strong analytical and numeracy skills as well as innovative thinking.

How to apply: Submit your CV and academic transcripts to ssolomons@kirbygroup.com

Apply at: https://careers.kirbygroup.com

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Electrical Engineering, Mechanical Engineering, Architectural Draughting

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

Degrees sought



Humanities

Health Sci

Website:

http://www.kirbygroup. com

KPMG

KPMG is a network of professional firms providing Audit, Tax, and Advisory services across countries worldwide. Join our team of world-class professionals working together to deliver tomorrow, today. While we're one of the largest Audit, Tax, and Advisory firms in the country, what makes us who we are is the quality of individuals within our organization. It's their individuality, passion, drive, and great sense of culture that makes this organization one of the greatest places to work. Our graduate trainees are an integral and essential part of our business, and we provide graduates with the support to develop professionally and personally.

Who we are looking for: Accounting (CA Stream), Tax, Information Systems, Investment Management, Business Science, CIMA (Chartered Institute of Management Accountants)
Actuarial Science

Apply at: https://kpmgza.taleo.net/careersection/kpmg_graduate/jobsearch.ftl?lang=en&portal=10205020166

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Cape Town, Durban, Port Elizabeth, Johannesburg

Job types offered: CA Articles, Advisory & Tax Internship Programmes

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

KPMG

Degrees sought

Science Engineering

Commerce

Law

Website:

https://kpmg.com/za/en/ home.html



McKinsey & Company

McKinsey & Company is a global management consulting firm. We are the trusted advisor to the world's leading businesses, governments, and institutions. We work with leading organizations across the private, public and social sectors. Our scale, scope, and knowledge allow us to address problems that no one else can. We have deep functional and industry expertise as well as breadth of geographical reach. We are passionate about taking on immense challenges that matter to our clients and, often, to the world.

Who we are looking for: University degree and excellent academic record required. Outstanding records of academic and managerial or professional achievement, Exceptional analytical and quantitative problem-solving skills, Strong record of leadership

How to apply: Your CV should be structured in three sections: Education (incl. all academics), Leadership and achievements, Extracurricular activities, experience. Please upload all university transcripts

Apply at: www.mckinsey.com/careers/search-jobs?cities=Johannesburg

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Global firm

Job types offered: Business Analyst, Business Analyst intern, Junior Associate, Associate intern, Associate,

Associate-Operations

Opportunities on offer: Full Time Offer, Internship

McKinsey & Company

Degrees sought

Science

Engineering

Commerce

Humanities Law

Health Sci

Website:

www.mckinsey.com/za/ overview

mgi bass gordon/

MGI Bass Gordon

MGI Bass Gordon is an independent auditing, accounting, and advisory firm situated in Cape Town. Our client-centric approach and active involvement ensure personalized service from a consolidated team of advisors.

Who we are looking for: An Accounting Degree that is SAICA accredited, preferably studying towards your PGDA/CTA.

How to apply: Please apply through our job application portal. As part of the process, you will need to complete a questionnaire containing various questions. Additionally, you are required

to submit your CV, Matric Certificate, ID, and Academic Transcripts.

Apply at: https://bassgordon.breezy.hr/p/929ad5a604cb-saica-trainee

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Cape Town

Job types offered: SAICA Trainee

Opportunities on offer: Graduate Opportunity

ORY

Degrees sought

Science Engineering

Commerce

Humanities

Health Sci

Website:

www.bassgordon.co.za



Monocle Solutions (Pty) Ltd



Monocle is an independent, results-focused management consulting firm specialising in banking and insurance. Since our establishment in 2002, we have worked with industry-leading banks and insurance companies around the world, including institutions in the United Kingdom, Europe, Scandinavia, Asia, South Africa and throughout sub-Saharan Africa.

Monocle designs and builds unique solutions on behalf of our clients. What we deliver is fit-for-purpose and enables our client's the full lifecycle of change, from high-level business requirements all the way to client hand-over.

Who we are looking for: Honours or Master's

in Finance, Data, Accounting, Engineering or the Sciences

Apply at: www.monoclesolutions.com/en-za/ privacy-policy/careers/analyst-graduateprogramme

Applications closing date: 31 August 2025

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Internship Programme, Graduate Programme, Bursary Programme

Opportunities on offer: Graduate Opportunity,

Internship, Bursary/Scholarship

Degrees sought

Science

Engineering

Commerce

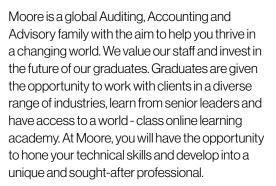
Humanities Law

Health Sci

Website:

www.monoclesolutions.com/en-za

Moore South Africa



Who we are looking for: SAICA - We are looking for candidates who are completing or have completed their SAICA accredited Degree or Post Graduate Diploma in Accounting qualification.

SAIPA- You must be studying towards a Bachelor of Commerce degree with the required subjects

How to apply: All applications must be submitted via the Moore South Africa website

Apply at: https://careers.moore-southafrica.com

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: We have offices around South Africa

Job types offered: SAICA, SAIPA, CIMA, Internal

Audit

Opportunities on offer: Graduate Opportunity,

Bursary/ Scholarship, Vac Work

Degrees sought

MOORE

Science Engineering

Commerce

Law Health Sci

Website:

www.moore-southafrica.com



Mr Price Group

mr price group limited

We are a cash-based, omni-channel business obsessed with providing fashion-value offerings to our customers. We operate in the apparel, homeware, sportswear, financial services and telecoms segments, retailing predominantly in South Africa. We pride ourselves on our fast-moving, fast-working and collaborative culture. Our people are our success, and that's why we love people with a point of view. We hire for attitude and train for skill.

Who we are looking for: We are seeking candidates pursuing degrees in the following fields: Commerce (General), Business Science, Accounting, Mathematics, Statistics, Economics,

Strategic Management, and Supply Chain. Ideal candidates should demonstrate a strong willingness to learn.

How to apply: Upload a copy of CV, ID and full academic transcript

Apply at: http://www.mrpcareers.com/

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Durban

Job types offered: Merchandise Planning

(Retail)

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

Degrees sought

sought

Engineering Commerce

Humanities

Health Sci

Website:

https://mrpcareers.com/

Nexia SAB&T

At Nexia SAB&T, we believe in the power of personal relationships. We collaborate with you to identify your business challenges and develop and implement bespoke solutions. Our strength comes from the quality of personal relationships forged between our local offices, clients, and our affiliation with Nexia International.

Through a commitment to service excellence, we strive to positively impact the lives of our people and clients, while contributing to the upliftment of society as a whole.

Who we are looking for: Degrees and Post Graduate Diploma in Accounting

How to apply: Submit your cv and academic transcripts to taralee.b@nexia-sabt.co.za

Apply at: www.nexia-sabt.co.za/careers

Applications closing date: 30 September 2025

SA citizenship required? Yes

Locations: Cape Town / Johannesburg

Job types offered: SAICA/ACCA and SAIPA

Trainesship

Opportunities on offer: Graduate Opportunity,

Full Time Offer, Internship



Degrees sought

(Science)
Engineering

Commerce

Law

(Health So

Website: www.nexia-sabt.co.za



Ninety One

Ninety One is an independent, active global asset manager with R3.08 trillion* of assets under management. Established in South Africa in 1991, as Investec Asset Management, the firm started offering domestic investments in an emerging market. In 2020, almost three decades of organic growth later, the firm demerged from Investec Group and became Ninety One. Our distinctive capabilities sit within differentiated fixed income and credit as well as specialist equities, and we have a unique perspective and approach to investment opportunities presented by emerging markets and the energy transition.

Who we are looking for: At Ninety One we



are committed to providing equal employment opportunities. We have a strong belief in giving individuals the freedom to be themselves and ensuring all diverse perspectives are heard.

Apply at: https://nolands.global/south-africa/ careers/

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Investments, Operations and

Information Technology

Opportunities on offer: Graduate Opportunity



Degrees sought

Science

Engineering

Commerce

Health Sci

Website-

https://ninetyone.com

Nolands

Nolands SA

Nolands was founded in 1976 and is represented in 9 centres in South Africa and 6 internationally. Auditing is at the centre of its business. complemented by Advisory and Law. Nolands take pride in taking a 'not ordinary' approach and encourages individualism and personal growth. Trainees have the advantage of getting the bigger picture on auditing projects and responsibility is delegated at an early stage. On-going technical training is built into the article's programme.

Who we are looking for: Technical ability and the willingness to strengthen the group are both highly valued. We look for what we call 'And People', positive, optimistic team players that add value every working day.

How to apply: Submit your CV, matric certificate, degree certificants & full academic record.

Apply at: https://nolands.global/south-africa/ careers

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Cape Town, Durban, Ggeberha and Johannesburg

Job types offered: SAICA Learnerships in Audit & Assurance, and SAICA Learnerships in Corporate Finance & Financial Management

Opportunities on offer: Graduate Opportunity

Degrees

sought

Commerce

Website: https://nolands.global



Norton Rose Fulbright

NORTON ROSE FULBRIGHT

Norton Rose Fulbright provides a full scope of legal services to the world's preeminent corporations and financial institutions. The global law firm has more than 3,000 lawyers advising clients across more than 50 locations worldwide, including London, Houston, New York, Toronto, Mexico City, Hong Kong, Sydney and Johannesburg, covering Europe, the United States, Canada, Latin America, Asia, Australia, Africa and the Middle East. With its global business principles of quality, unity and integrity, Norton Rose Fulbright is recognized for its client service in key industries, including financial institutions; energy, infrastructure and resources; technology; transport; life sciences and healthcare; and consumer markets.

Who we are looking for: We are recruiting future

lawyers. We recruit people with diverse interests and strong legal minds. We place a strong emphasis on quality, unity and integrity both in our people, and our services.

How to apply: Apply online on Leap.ly. We accept online applications only. We are currently accepting applications for candidates wanting to commence practical vocational training in 2028.

Apply at: leap.ly/organizations/49

Applications closing date: 14 December 2025

SA citizenship required? Yes

Locations: Johannesburg, Cape Town and Durban

Job types offered: Practical vocational training in law

Opportunities on offer: Graduate Opportunity

Degrees sought

Science

Commerce

Humanities

Law

Health Sci

Website:

www.nortonrosefulbright.com/en-za

O) NTT Data

NTT DATA

NTT DATA is a USD 30+ billion trusted global innovators of business and technology services. We serve 75% of the Fortune Global 100 and are committed to helping clients innovate, optimize and transform for long-term success. We invest over USD 3.6 billion each year in R&D to help organizations and society move confidently and sustainably into the digital future.

Who we are looking for: Minimum

Requirements: Must be 26 years and younger and must have completed a minimum 3-year diploma or degree in the IT, commerce and engineering sciences fields

How to apply: Although applications for our

2025 program have now closed, we invite you to submit your details should you be interested in our 2026 Young Talent Graduate Program to:https://services.global.ntt/en-us/campaigns/young-talent-graduate-program

Apply at: https://careers.services.global.ntt/global/en/search-results

Applications closing date: 30 September 2025

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Science, Technology,

Engineering, Maths

Opportunities on offer: Graduate Opportunity

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

https://services.global.

NORTON ROSE FULBRIGHT



Global reach meets local expertise

Empowering tomorrow's leaders, today.

We not only combine our global reach with deep local knowledge to deliver seamless legal services across borders, we also invest in the future of our youth.

We are committed to nurturing the next generation of legal professionals by offering unparalleled opportunities for growth, learning, and leadership.

Be part of a global network that champions innovation and excellence, locally and internationally.



Follow us on social media













Old Mutual Life Assurance



Old Mutual is a diversified international financial services group that offers a spectrum of solutions to retail and corporate customers. It has a reputation for integrity, financial strength and value-for-money, and is dedicated to satisfying client needs for wealth creation and protection, in profitable ways.

Who we are looking for: We are scouting top achievers in business related fields such as finance, business, accounting, IT, data science and many others. We are looking for innovative solutionists, that are able to adapt and learn to take our organisation to the next level.

How to apply: Complete the online application

for your preferred programme by visiting www. oldmutual.co.za/careers/graduate-programme/. Each programme has a minimum requirement which you need to meet. If Cv is chosen, you will complete assessments and interview.

Apply at: www.oldmutual.co.za/careers/ graduate-programme

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Johannesburg, Cape town

Job types offered: All Fields

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

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.oldmutual.co.za

OliverWyman

Oliver Wyman

Oliver Wyman is a global leader in management consulting. With offices in over 70 cities across 30 countries, we combine deep industry knowledge with specialized expertise in strategy, operations, risk management, and organization transformation. Our more than 7,000 professionals around the world challenge the norm and constantly strive to build something new, working with clients to optimize their business, improve their operations and risk profile, and accelerate their organizational performance to seize the most attractive opportunities.

Who we are looking for: We are looking for candidates who are problem solvers and enjoy

making an impact!

How to apply: Please submit your CV and transcripts

Apply at: www.oliverwyman.com/za/careers/consultant-accelerator-program.html

Applications closing date: 30 November 2025

SA citizenship required? Yes **Locations:** Johannesburg

Job types offered: Consulting

Opportunities on offer: Graduate Opportunity,

Internship

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website: www.oliverwyman.com/za.html



One Capital

One Capital is an independent advisory firm. focusing on the provision of independent, bespoke corporate and regulatory advisory services. One Capital's professionals are highly experienced in corporate finance and advisory services and have 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: Recently completed or will complete an undergraduate / postgraduate degree in the following in the upcoming year: BAcc / Bcom / BBusSc Accounting / Finance:

BA / Bcom Law / LLB: Financial Mathematics. Actuarial Science, Statistics; or Engineering.

How to apply: Visit our website and click on the "Graduate Training Programme" link, fill out the Advisory or Sponsor application form and submit.

Apply at: https://onecapital.co.za

Applications closing date: 31 August 2025

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Graduate Trainee - Corporate

Finance

Opportunities on offer: Graduate Opportunity

ONE CAPITAL

Degrees sought

Commerce

Law

Website: https://onecapital.co.za

PepsiCo South Africa

PepsiCo products are enjoyed by consumers more than one billion times a day in more than 200 countries and territories around the world. PepsiCo generated more than \$91 billion in net revenue in 2023, driven by a complementary beverage and convenient foods portfolio that includes Lav's, Doritos, Cheetos, Gatorade, Pepsi-Cola, Mountain Dew, Quaker, and SodaStream. PepsiCo's product portfolio includes a wide range of enjoyable foods and beverages, including many iconic brands that generate more than \$1 billion each in estimated annual retail sales.

Who we are looking for: We are looking for the best-of-the-best innovators and thinkers to join

our 2025 Graduate Programme. Qualification: 3-year Degree

How to apply: Please apply via the PepsiCo Jobs site, or scan our QR code at the UCT Epic Job Expo.

Apply at: www.pepsicojobs.com/main/

Applications closing date: 31 October 2025

SA citizenship required? Yes

Locations: Johannesburg, Cape Town

Job types offered: HR, Marketing, Supply Chain,

Finance, R&D

Opportunities on offer: Internship



Degrees sought









Website: sa.pepsico.africa/



Pinsent Masons



We have a purpose-led strategy: to make business work better for people. It guides us as we create the kind of inclusive, diverse, considerate firm we hope you will want to work with. Law remains at the heart of what we do but the varied skillsets of our people, innovative technologies, efficient processes, and purpose-led approach will provide you with a unique competitive advantage. In addition to lawyers, you'll have easy access to a range of professionals, from forensic accountants and tax experts to data specialists and project managers, to support you across every area of your business. All through a single firm.

Who we are looking for: We are looking for graduates with strong academics and commercial awareness.

How to apply: All applications can be accessed through our website on www.pinsentmasons.com

Apply at: http://www.pinsentmasons.com **Applications closing date:** 23 May 2025

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Articles; Vacation work and

Internships

Opportunities on offer: Graduate Opportunity, Internship. Vac Work

Degrees sought

Science

Engineering Commerce

Humanities

Law

Health Sci

Website:

www.pinsentmasons.com

PKF

Experience your future in our world PKF is one of the largest mid-tier accounting networks in the world and in South Africa, making us big enough to provide an excellent career foundation, and small enough for you to make a difference. Develop your true potential and receive unique opportunities needed for your personal growth and development as a trainee accountant.

Who we are looking for: We are looking for candidates who are studying towards the CA(SA) designation i.e. PGDA, B Com Financial Accounting (CA stream) or B Bus Sci Finance and Accounting.

How to apply: Please submit your CV, Matric results, full academic record and ID combined into one document online.

Apply at: www.pkf.co.za/careers/training-contracts

Applications closing date: 31 December 2025

SA citizenship required? Yes

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

Job types offered: SAICA training accountants **Opportunities on offer:** Graduate Opportunity, Vac Work

∜ PKF

Degrees sought

(Science

Commerce

Humanities

Health Sci

Website: www.pkf.co.za



Prescient

A global financial services provider with a 26-year track record, providing investment management, fund administration, platform and management company solutions, and stockbroking services. Our Graduate Program offers the first steps towards a fulfilling and rewarding career in financial services.

Who we are looking for: Please look out for the online application process to go live in August/ September 2025

How to apply: Please look out for the online application process to go live in August/ September 2025

Apply at: www.prescient.co.za/

Applications closing date: 31 August 2025

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Graduate Program

Opportunities on offer: Graduate Opportunity



Degrees sought

Science

Engineering

Commerce

Website: www.prescient.co.za/

PROXA Water

PROXA Water is a South African-based global engineering company specializing in the design, fabrication, installation, commissioning, and operation of water treatment facilities. We also provide maintenance, technical services, and supply of chemical consumables and spares.

Who we are looking for: We are looking for graduates with strong academics with a degree/ majors in Process and Mechanical Engineering

How to apply: Please submit your CV to graduatesZA@proxawater.com

Apply at: graduatesZA@proxawater.com

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Cape Town, Johannesburg

Job types offered: Process and Mechanical

Engineers

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

Degrees sought

Engineering

Website:

www.proxawater.com



RMB

RMB is a leading Corporate and Investment Bank, offering our clients innovative, value-added advisory, funding, trading, corporate banking, and principal investing solutions. We are passionate about solving problems for our clients by challenging the norm and seeking solutions beyond the obvious. We are innovative in our thinking and turn challenges into opportunities. As a leading CIB franchise across the broader Africa region, RMB has a deal footprint in over 35 countries in Africa, as well as a presence in the UK, USA, India, and China.

Who we are looking for: Qualifying criteria: Postgraduate degree (Honours degree or higher)

in Finance, Mathematics, Engineering, Statistics, Computer Science, Information Technology, Economics; Average of 65%; Less than 12 months working experience; South African citizen

Apply at: www.rmb.co.za/rmb-graduate-programme

Applications closing date: 31 March 2025

SA citizenship required? Yes

Locations: Johannesburg and Cape Town

 $\textbf{\textbf{Job types offered:}} \ Commerce, Technology \ and$

Engineering

Opportunities on offer: Graduate Opportunity, Internship

RME

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website: http://www.rmb.co.za

Sanlam



Sanlam was established as a life insurance company in South Africa but has since transformed into a diversified financial services group that operates across the African continent, India, Malaysia and selected developed markets. Sanlam is one of the largest internationally active insurance groups in the world with a presence in 43 countries and has the biggest non-banking financial services footprint on the African continent. The business divisions of the Group, including Sanlam Life and Savings, Sanlam Investment Group, Sanlam Allianz, and Santam, encompass the operational core of the organisation.

Who we are looking for: Graduates with strong analytical, problem-solving, communication, and teamwork skills. We value adaptability, continuous

learning, and a proactive, innovative mindset.

How to apply: Please keep an eye on our career site for the application link. Applications will be open from April to June 2025.

Apply at: www.sanlam.co.za/careers/Pages/default. aspx

Applications closing date: 15 June 2025

SA citizenship required? Yes

Locations: Cape Town, Johannesburg

Job types offered: Accounting, Actuarial, Digital and Data, Human Resources, Information Technology, Marketing, Health Sciences

Opportunities on offer: Graduate Opportunity, Internship

Degrees sought

Science

Engineering

Commerce

Humanities

Health Sci

Website:

www.sanlam.co.za/careers/Pages/default.aspx



Shepstone & Wylie Attorneys



Shepstone & Wylie Attorneys is a leading South African law firm with a reputation for integrity and excellence. We aim to be the law firm of choice across a wide range of legal matters, ensuring that our team-based approach delivers innovative, practical and cost-effective solutions to our clients.

Who we are looking for: A well versatile LLB graduate with a strong educational background, strong work ethic and a can do attitude.

How to apply: wylie.co.za/Careers or email **Apply at:** https://wylie.co.za/Careers

Applications closing date: 31 December 2025

SA citizenship required? No

Locations: Cape Town, Durban, Richards Bay,

Pietermaritzburg & Johannesburg

Job types offered: Vacation Programme, Professional Services, Paralegals And Legal Secretaries, Experienced Legal Professionals & Articles Of Clerkship

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

Degrees sought

Science

Engineering

Commerce

Law

Health Sci

Website:

http://www.wylie.co.za/

Shoprite Checkers



Who we are looking for: Our comprehensive Shoprite bursaries support students studying or intending to study a variety of scarce skills, providing financial assistance towards tuition and on-campus accommodation. Bursaries are also linked to guaranteed job opportunities.

How to apply: Bursary applicants are required to

submit the following documents: 1. Full academic record (up to the last academic year completed); 2. Certified copy of I.D (not older than 3 months); 3. Updated CV

Apply at: https://shoprite-bursary.erecruit.co/candidateapp/jobs/browse

Applications closing date: 30 April 2025

SA citizenship required? Yes

Locations: Cape Town, Johannesburg, Durban, Port

Elizabeth

Job types offered: Wide range of grad programmes with guaranteed employment in the fields of Finance, Supply Chain, Food Science, Biological and Agricultural Science, Finance, Information Technology

Opportunities: Commerce, Science, Humanities

Degrees sought

Science

Commerce

Humanities

Health Sci

Website: www.shopriteholdings.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.

SOLID, our Business Automation platform improves the way businesses work.

Who we are looking for: Beyond having the correct qualifications, we value creative problem-solving, good

communication and attention to detail. You need to be a quick learner and must be able to be a team player. You also need to have strong logical reasoning.

How to apply: Visit our Website at: www.soliditech.com

Apply at: https://soliditech.com/careers-technology-development/current-vacancies

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Software Engineer, Quality

Assurance Analyst

Opportunities on offer: Graduate Opportunity, Full

Time Offer

Degrees sought

Science

Engineering

Commerce

Humanities

Health Sci

Website:

https://soliditech.com

SAICA

The South African Institute of Chartered Accountants (SAICA), South Africa's pre-eminent accountancy body, is widely recognized as one of the world's leading accounting institutes. The institute provides a wide range of support services to more than 50 000 members and associates who are chartered accountants (CAs(SA)), as well as associate general accountants (AGAs(SA)) and accounting technicians (ATs(SA)).

Who we are looking for: Bcom Accounting CA Stream

How to apply: www.thuthukabursaryfund.co.za **Apply at:** http://www.thuthukabursaryfund.co.za

Applications closing date: 31 August 2025

SA citizenship required? yes

Locations: Johannesburg, Cape Town, KZN, Limpopo, NWU, EC, Northern Cape

LIMPOPO, MAYO, LO, MOLLINETT Cape

Job types offered: Bursaris

Opportunities on offer: Bursary/ Scholarship



Degrees sought

Science

Commerce

Humanities Law

11001111001

Website: www.saica.co.za



The South African Breweries (Pty) Ltd

We believe that greatness is not a destination; it's an unwavering pursuit of growth and transformation. We have cultivated an environment where passion meets purpose, where innovation thrives, and where everyone can reach their full potential. Our commitment to excellence extends beyond our products; it is at the core of who we are. We empower you to take ownership, unleash your potential and win together, creating a future with more cheers. Be part of a truly remarkable team as we shape a future that knows no bounds.

Who we are looking for: STEM, CTA, Logistics, Supply Chain, Business Management.

Ownership mindset, focus on superior results, lead by example & take accountability, think long term, never take shortcuts.

How to apply: SAB Website - www.sab.co.za

Apply at: www.sab.co.za

Applications closing date: 31 December 2026

SA citizenship required? yes

Locations: All across the country

Job types offered: Engineering Traineeships, SAICA/CIMA, GMT, DynamX, Logistics

Opportunities on offer:

Graduate Opportunity, Full Time Offer, Vac Work



Science

Engineering

Commerce

Humanities

Law Health Sci

Website: www.sab.co.za

Themis Law Chambers

Themis Law Chambers are the offices of Themis Commercial Legal Advisors (Pty) Ltd, a professional and experienced team of commercial law specialists, Hayes Incorporated, a firm of attorneys with wide-ranging expertise in multiple areas of law, and Themis Trustee and Company Secretarial Services (Pty) Ltd, an experienced team offering independent trustee and trust administration services and comprehensive company secretarial services.

Who we are looking for: We are in search of well-rounded individuals with an interest in corporate and commercial law and commercial litigation.

How to apply: Applicants must possess an LLB degree or expect to complete this by 1 January 2026. Applications must include: Comprehensive CV. Full Academic Transcript (including to the end of the last completed year of study). Senior Certificate. Identity Document.

Apply at: applications@themis.co.za

Applications closing date: 29 May 2025

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Candidate Attorney

Opportunities on offer: Internship, Vac Work



Degrees sought

Science

Commerce

Humanities

Law Health Sci

Website: www.themis.co.za



Let Thuthuka inspire you to success

Every year, the South African Institute of Chartered Accountants' (SAICA's) Thuthuka Bursary funds African and Coloured students at selected SAICA-accredited universities in fully funded and supported undergraduate BCom Accounting, PGDA and CA stream programmes to help them reach their dream of becoming a Chartered Accountant [CA(SA)].

Thuthuka is a bursary like no other. Covering more than just your tuition, books, meals and accommodation, Thuthuka also offers additional psycho-social and academic support to assist you in bridging the gap between high school, university and the world of work. Thuthuka provides the support system that enables you to succeed and realise your dream of becoming a CA(SA). So, if you're an African or Coloured Grade 12 learner who is achieving a level 5 pass in Maths (not Maths Literacy) or a university student studying a CA-stream undergraduate BCom Accounting or PGDA programme and you need financial assistance, Thuthuka is a solution for you. To find out more about the Thuthuka Education Upliftment Fund (TEUF), go to the SAICA website www.saica.org.za/ initiatives/thuthuka

To apply for the Thuthuka bursary, visit www.thuthukabursaryfund.co.za/

Take note that Thuthuka applications open every year in March and close in August.



BE THE STORY
BEHIND THE NUMBERS.

WHERE YOU SEE NUMBERS.

we see your story of making a difference.



In a world often fixated on numbers, it's easy to overlook the profound impact accountants make beyond the spreadsheets.

Accounting isn't just about balancing books or leveraging numbers; it's also about balancing purpose and passion. Choosing a career in accounting and finance can pave the way for you to pursue your passions while making a real difference in the world. Be a catalyst for change, inspire meaningful social action and join a community of difference-makers today.

SAICA, the South African Institute of Chartered Accountants, empowers young professionals to find purpose in their careers, driving positive change in business, communities, and beyond. Find out how to become a difference maker https://www.accountancysa.org.za/youth-hub/





Truworths

TRUWORTHS

Truworths has successfully developed one of the retail industry's leading Merchant Training Programmes. Truworths offers 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.

Who we are looking for: We have an exciting opportunity available for a Trainee Planner role on our Merchant Training Programme. Qualification types vary from B.Com, B.SC or other numerate tertiary qualification.

How to apply: Please ensure a copy of your CV, ID, Matric Certificate and/or Tertiary Qualification

and academic transcripts/results are uploaded to your Truworths Career Website Profile

Apply at: https://truworths.graduate.erecruit.co/candidateapp/jobs/categories

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Merchandise

Opportunities on offer: Full Time Offer

Degrees sought

Science

Engineering

Commerce

Humanities

Health Sci

Website: www.truworths.co.za

UC Berkeley Haas MFE

The Master of Financial Engineering Program at the University of California, Berkeley's Haas School of Business provides a rigorous curriculum focused on teaching students how to combine modern portfolio theory with computational and machine learning methods. Our students benefit from the quality of their classmates, the breadth of electives offered to them, and the network of impressive alumni and industry contacts inherent to a top-ranked business school and world-class university. In one year, our students are ready to take leading roles as well as apply their education and skills at the cutting edge of finance, fintech, and data science.

Who we are looking for: We admit candidates with a background in finance, economics, statistics,

mathematics, engineering, computer science, or other similar quantitative fields with impressive professional experience, educational achievements, and a passion for finance

How to apply: Complete the online application Submit resume, Academic transcripts & degrees Degree program specific forms, GRE/GMAT

Apply at: https://applynow.haas.berkeley.edu/apply/

Applications closing date: 1 October 2025

SA citizenship required? NO

Locations: Berkeley, CA

Job types offered: Graduate Degree program **Opportunities on offer:** Graduate Opportunity



Degrees sought

Science

Engineering

Commerce

Humanities

Health Sci

Website:

https://mfe.haas. berkeley.edu/

BerkeleyHaas

MASTER OF FINANCIAL ENGINEERING

\$160,557

Average Base Salary

\$27,428

Average Signing Bonus

3 month

paid internship opportunities with full-time placement success



Gary Finkelstein DV Trading

University of Cape Town 2017 Berkeley MFE 2020



Ranked #1 TFE TIMES 2025

In one year, the Berkeley MFE Program will prepare you with knowledge and skills necessary to propel you to the cutting-edge of finance and data science.

- Program is completed over the course of one year.
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VAT IT Group

VAT IT Group services 13000+ clients in 128 countries & with 1500+ employees & 38 international offices. VAT IT has become one of the largest RegTech/FinTech firms in the world. With services from end-to-end international tax recovery solutions to aviation, logistics, & freight solutions you have the opportunity to get involved in a variety of industries. We also specialize in the import compliance of tech & medical equipment. We take care of firms' international employment, payroll, & HR needs, & help manage employee share schemes, grants & incentives. Plus our information security & regulatory compliance services keep our clients safe.

Who we are looking for: We look for dynamic, entrepreneurial graduates eager to break the norm and build exceptional careers. Ideal candidates

have outstanding academics, a strong work ethic, & a creative, adaptable mindset, thriving in diverse challenges with enthusiasm & resilience

How to apply: Submit your CV, Matric Certificate and Academic Transcripts to the form on our careers page.

Apply at: https://vatit.com/careers

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Administration, Sales, Client Service, Finance, IT, HR, Research and Development, Operations

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

V. vatIT

Degrees sought

Science



Commerce



Health Sci

Website: http://www.vatit.com

Voltalia South Africa

Voltalia has been producing green energy from solar, wind, hydraulic and biomass sources for 15 years, also combining storage solutions. This energy mix offers greater resource predictability thanks to the diversity of energy sources. Opting for an efficient energy mix means consuming differently with new thinking! Since its creation in 2005, Voltalia has been fully committed to improving the global environment while fostering local development. With the conviction that renewables are where human development and climate preservation meet, Voltalia's teams make every effort to produce the most innovative and tailored solutions for a sustainable future.

Who we are looking for: Electrical Engineering, Project Management, Environmental Studies, Construction Management

How to apply: Applicants can send their CV via this link voltalia.talent-soft.com/MyTalentsoft

Apply at: www.voltalia.com/

Applications closing date: 10 October 2025

SA citizenship required? yes

Locations: Cape Tow & Johannesburg

Job types offered: Project Developer, Project Analyst, Environmental Specialist, Project

Manager

Opportunities on offer: Internship



Degrees sought

Science



Commerce

Commerce

Law Law

Website: www.voltalia.com/

WEBBER WENTZEL GRADUATE PROGRAMMES

Looking to kick-start your legal career?

Webber Wentzel has got you covered! From experience programmes to candidate attorney training and associate inductions, we'll equip you with the skills and experience to thrive in the legal world.

APPLICATIONS DATES

Articles: 2027 is currently open. Applications for 2028 will open in July 2025. The Webber Wentzel Experience Programme: Will open on 1 May 2025 & close on 1 June 2025.

EXCELLENCE. IMPACT. PASSION.



Visit our early careers page at grads.webberwentzel.com



Webber Wentzel

WEBBER WENTZEL
in alliance with > Linklaters

Webber Wentzel is an African firm founded in South Africa more than 150 years ago. We provide in-depth legal and tax services throughout the continent. Our alliance with Linklaters and network of deep relationships with Africa's leading firms allows us to draw on the highest quality and most business relevant pan-African advice-matching this to the needs of our clients. We have over the last 50 years worked on some of the most transformative and significant matters on the African continent.

Who we are looking for: Law How to apply: Law Degree

Apply at: www.webberwentzel.com/Careers/ Early-Careers/Pages/default.aspx

Applications closing date: 31 December 2025

SA citizenship required? Yes

Locations: Johannesburg and Cape Town

Job types offered: Lawyers

Opportunities on offer: Graduate Opportunity,

Bursary/Scholarship

Degrees sought

Science

Engineering

Commerce

Law Law

Website:

www.webberwentzel.com/Pages/default.aspx

Werksmans Attorneys

Established in the early 1900s, Werksmans
Attorneys is a leading South African corporate
and commercial law firm serving multinationals,
listed companies, financial institutions,
entrepreneurs, individuals and government.
Operating in Gauteng and the Western Cape,
and a member of the LEX Africa Alliance. The
firm has a formidable track record in mergers &
acquisitions, banking & finance, and commercial
litigation & dispute resolution, we are distinguished
by the people, clients and work that we attract and
retain.

Who we are looking for: BA Law, BCom Law &

LLB

How to apply: Applicants should apply by submitting an online application.

Apply at: http://www.werksmans.com/graduates **Applications closing date:** 30 September 2025

SA citizenship required? yes

Locations: Gauteng and Western Cape

Job types offered: Candidate Attorney

Programme, Vacation Work

Opportunities on offer: Graduate Opportunity,

Vac Work

WERKSMANS ATTORNEYS

Degrees sought

Science
Engineering
Commerce
Humanities

Health Sc

Website:

www.werksmans.com



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White and Case Inc

WHITE & CASE

White & Case has been providing leading legal services across Africa for more than 40 years. A respected and groundbreaking organization, we became the first international law firm to open an office in South Africa in 1995.

We combine our substantial global resources with a nuanced local presence in Johannesburg, drawing from a diverse bench of lawyers with extensive domestic and international expertise. This allows us to provide English law, South African and US legal capabilities—a truly unique service in the African market. Our areas of expertise include Corporate M&A, Project Finance, Debt Finance and Commercial Litigation.

Who we are looking for: We look for strong graduates who are studying towards their LLB and have an

entrepreneurial mindset and passion for law.

How to apply: Vacation students and trainee attorneys can apply for recruitment via johannesburgtrainee@ whitecase.com. You will need to provide your CV, cover letter, an identity document, all academic transcripts and certificates, along with any other supporting documents

Apply at: www.whitecase.com/careers/locations/ south-africa

Applications closing date: 31 December 2025

SA citizenship required? yes Locations: Johannesburg

Job types offered: Legal

Opportunities on offer: Vac Work

Degrees sought

Law

Website:

www.whitecase.com/

Yoyo

Through our world-class software, we're on a mission to create exceptional buying experiences rooted in ease-of-use and the simplicity that arrives from the power of digital, providing the best value imaginable and leaving leading results in our wake.

Who we are looking for: Passionate Team Player, Curious & Creative, Excellent at Speed, Accountable, service-oriented, Self-starter who takes initiative. Positive. Hardworking

How to apply: You will need to provide your CV, cover letter, an identity document, all academic

transcripts and certificates, along with any other supporting documents

Apply at: https://yoyogroup.com/careers

Applications closing date: 31 December 2025

SA citizenship required? yes

Locations: Cape Town

Job types offered: Developers/Engineers/

Account Managers / Accountants **Opportunities on offer:** Vac Work **y** yoyo

Degrees sought

Commerce

Website:

https://yoyogroup.com



Zutari

As an infrastructure engineering and advisory practice, we believe infrastructure has unparalleled potential to create enduring impact. Never more relevant, this potential can be realised only if we maximise value across the full lifecycle. Our work in water, transport, energy, resources, and built-environment infrastructure does just this, helping to nurture thriving communities, growing economies, and healthy environments. Building on solid foundations, now 90 years in the making, we are trusted to shape locally relevant, fit-forpurpose solutions through our extensive footprint in Africa and the Middle East.

Who we are looking for: We offer exciting opportunities for dynamic and inspiring graduates to grow as engineers and help us reshape the world around us through human-centered design and

engineering. The opportunity to turn theory into impact

How to apply: Apply through our online application portal. Upload your Cv, copy of your ID and academic transcripts.

Apply at: www.zutari.com/join-us/emerging-talent

Applications closing date: 29 August 2025

SA citizenship required? Yes

Locations: Johannesburg, Pretoria, Cape Town, Praal,

Job types offered: Civil, Mechanical, Electrical/ Electronic, Industrial, Mechatronics, Geotechnical, Pavement, Structural, Porta & Coastal and Chemical Engineering.

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



Degrees sought



Commerce

Website: www.zutari.com

Together we make a mark

What working here means for your career

High-stretch, high-support

We will help you become a great law yer, at a Firm respected worldwide, with globally available training and mentoring programs to support you at every stage of your career here. All associates worldwide have access to our online Learning Forum site for self-directed legal training in both business skills and practice-specific knowledge.

Global experience and exposure

We believe mobility enhances career development. So training programs at White & Case are built to give you global experience and exposure, using our unmatched network of offices to support your aspirations. Depending on where you work, we offer selected opportunities for placement in other offices to complement your work on cross-border matters.

Global experience and exposure

The White & Case experience launches careers within and beyond the Firm. Working with White & Case opens doors to relationships and experiences around the world that will help you build your career, wherever it takes you. We foster networking within the Firm through a robust annual calendar of practice- and industry-focused seminars and workshops. We offer additional career milestone programs to bring peer associates together for level-specific training. Some offices also provide client secondment opportunities to further deepen your skills and expand your contacts.

How to apply

Recruiting talented law yers is integral to our success. We want to recruit and develop people who have the potential to become leading law yers and contribute to our ongoing growth. All you have to do is submit your cover letter, résumé, academic transcripts and identity document to johannesburgtrainee@whitecase.com

To find out more please go to https://www.whitecase.com/careers/careers/locations/south-africa or contact Sherece Govender, Human Resources Specialist on 011 341 4000.

WHITE & CASE

