UNIVERSITY OF CAPE TOWN

CAREERS SERVICE GUIDE 2015

Your essential guide to career development

Career insider information

Inspiring career stories

A-Z directory of employers with loads of opportunities





The opportunity of a lifetime

Career opportunities
Bursaries/Training Contracts/Vacation
Employment

Your career is just that, yours. You choose it. You live it. You make it happen. To get the best from it, you need the best opportunities. That's why opportunities are at the heart of PwC careers.

Opportunities to grow as an individual, to work flexibly, to build lasting relationships and make an impact in a place where people, quality and value mean everything.

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Director's Welcome

Welcome to the 2015 UCT Careers Service Guide, designed to provide you with a collection of information to help you achieve career success.

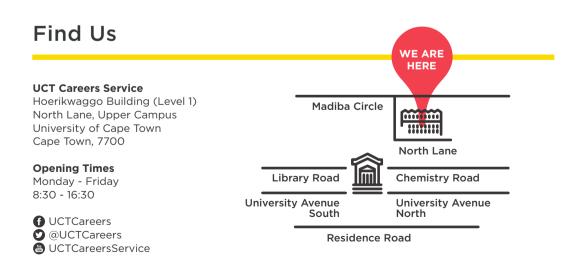
This year's guide includes a variety of interesting articles: career development guidelines, entrepreneurship features, what UCT alumni are doing and also tips from current students, careers advisors and employers. The increasing number of employer advertisements in this guide and on *MyCareer* demonstrates how much you, as a UCT student, are in demand. Your job is to convince them you are the perfect candidate. Come and see us at Level 1, Hoerikwaggo Building on Upper Campus or use our online portal *MyCareer*, which offers you 24/7 Careers Service access.

MyCareer allows you to book careers advisory appointments, search for full time jobs, vacation and part-time work, internships, bursaries, scholarships, sign up for employer events and skills sessions and access careers related information created specifically for you. Visit www.careers.uct. ac.za to access MyCareer.

Come say hello! We look forward to meeting you. Good luck on your career planning journey.

David Casey.

DAVID CASEY



UCT Careers Service

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































These companies have chosen to go into partnership with our service to contribute to ongoing projects that both educate and develop students.

Visit www.careers.uct.ac.za and click on the company logo to see what each organisation has to offer.









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ABOUT **US**

Overview of the UCT Careers Service

ABOUT US

How we can help you

READER SURVEY 2015

Your chance to give feedback on the Guide

CAREERS SERVICE STAFF

Meet our staff

CAS INFOGRAPHIC

Student User Profile 2015

GRAFFITI WALL

Current students give feedback

ABOUT US

How can the Careers Service help me?

We offer a wide range of services and resources designed to help students at any stage of study with all aspects of career and job search planning. We can help you explore your career options, connect with personal and professional development opportunities (e.g. part-time work, internships, graduate jobs and employer showcases), compile job search materials (CVs, cover letters, etc.) and prepare for the job search.

Visit our office for a career consultation, attend career talks, make use of our Career Resource Centre's books, takeaway resources, DVDs and electronic resources and participate in our employer networking events. Login to MyCareer at www.careers.uct.ac.za to have 24/7 access to our offerings.





If I'm not a final year student, what can the Careers Service offer me?

Whether you are happy with your study and career choices or anxious and uncertain about them, we have services and resources that will benefit all students.

If you're already confident about your career plans, build on this by getting a head start on career development strategies to improve your career and employment prospects. Continue exploring your career options, use our CV and cover letter resources to assist you in your work and further study applications and take advantage of the parttime work opportunities listed on *MyCareer* to gain work experience and additional skills. Our staff and services will inspire and support you with all these tasks.

If you're feeling less confident, pop in for a consultation with a careers advisor to talk through your concerns. We'll aid you in regaining direction and confidence in your career journey.

Something on your mind?

What I am interested in isn't covered in my degree. What should I do?

How can I make sure my application stands out?

I like what I am studying, but I'm not sure where it's taking me ...

I'd like to study further. What are my options?

How do I know what employers want, and how do I show I'm who they want?

I don't like what I am studying. What should I do?

At what stage should I tell a prospective employer of my disability? I dont know what to do when I graduate?

Come and see a careers advisor.

Go to our website
www.careers.uct.ac.za
and click on









CAREERS SERVICE GUIDE **READER SURVEY 2015**



We want to ensure that you are getting the most out of your copy of the Careers Service Guide, so we'd like to ask you to take five minutes to complete this short feedback survey.

FILL IN THE FORM BELOW AND DROP IT OFF IN THE RED POST BOX AT OUR OFFICE (HOERIKWAGGO BUILDING, LEVEL 1, NORTH LANE, UPPER CAMPUS) AND YOU COULD WIN AMAZING PRIZES FROM APPLE AND FIVE CASH PRIZES OF R500 EACH! T&C'S APPLY.



WIN! Five Cash Prizes of R500

Q1	Do you regularly read the Careers Service Guide? Yes, annually Sometimes No, this is my first copy	Q5	What topics would you like to see featured in future editions?	If you would like to be entered into the draw and stand a chance to win one of our prizes we need to be able to contact you. Can we
Q 2	What is your favourite section(s)? © Everything © About Us			O Yes, I want to enter the draw. Please contact me if I win a prize:
	O Career Development O Career Toolkit O Graduate Gallery O Employer Directory	Q6	What do you like best about the guide?	Name
Q3	How would you rate the overall value of the guide for you?			Student No
	O Super helpful O I'm undecided O Not helpful at all			Faculty
	As a result of the guide,			Year of Study
Q ^a	how likely are you to	Q7	Are you aware that many	
	engage with the Careers Service? O Very likely		more vacancies and organ- isations are advertised on <i>MyCareer</i> after this book	Cell
	O Somewhat likely O Neutral O Somewhat unlikely O Highly unlikely		is printed? No, but I know now Yes, I know this	O No thanks, I don't want to enter the draw.

Thank you for completing the survey. Now all you have to do is tear it out (along the perforated edge) and drop it off in the red post box at our office at the UCT Careers Service, Hoerikwaggo Building, Level 1, North Lane, Upper Campus.

AREERS



Director

Director

Employer Relations Team



Head: Employer Relations



Graduate Recruitment Co-ordinator



Graduate Recruitment Co-ordinator



Graduate Recruitment Intern

Careers Advisory Team



Head: Careers Advisory Service



Senior Careers Advisor



Special Projects

Operations Team

Manager: Operations & Admin



Departmental Assistant



Careers Assistant

Information Manager & Careers Advisor



Careers Advisor



Special Projects Co-ordinator



UCT Plus Project Assistant

Communications & Media



Communications Manager



Design & Digital Content Assistant



Careers Advisor



Careers Advisor



Interns

Intern



Intern



Intern



NONINA MARANJANA

Intern



VACANT POSITION

Beyond School Co-ordinator



Beyond School

Administrator

Intern



Intern

Intern



Intern

UCT Careers Advisory Service

Student User Profile 2015 1 Jan 2014 - 1 Jan 2015 Career consultation attendance Students by year of study Career advice by faculty Monthly appointments booked Participation rates 1 Jan 2014 - 1 Jan 2015 Unspecified 2% December: 62 January: 31 Unspecified: 18% Woverheer: 102 5th Year: 1% February. 197 38% Commerce Science 11% My October: 160 Caréer Law 4% 9051 2084 4th Year: 12% 1st Year: **29**% MyCareer Career active users consultations September: 158 booked 1564 Career consultations Wildust. 140 3rd vear: 25% May: 756 attended 2nd Year: 13000 17% Engineering Humanities 25% June: 100 July: 141 Health Sciences













Stay connected. Don't miss out.

MyCareer Where it's all happening

PART-TIME, INTERNSHIP + GRADUATE VACANCIES

COMPANY SHOWCASES. PRESENTATIONS + EXPOS **INFORMATION +** RESOURCES

BOOK A CONSULTATION WITH A CAREERS ADVISOR

GO TO WWW.CAREERS.UCT.AC.ZA AND CLICK ON CAPPER









GRAFFITI WALL

Students have their say

"Thank you very much. Your help with this job application has been wonderful. I'll definitely use the Careers Service again."

- Andrew

"I thought you might be interested that I interviewed with BrandsEve and thev offered me the position. Thanks for all the help!"

- Gavin

education workshop has given me insight into some of the issues vouth face and how we, their peers, can be of assistance. Every project I do allows me to engage with more people and I believe that all networks built are of great use. This workshop did indeed add value to my life: I feel that I am now able to run a workshop effectively and better engage with people soon after meeting them."

"This Beyond School careers

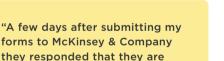
- David

"The career consultation was so helpful in enabling me to make decisions for my next steps."

- Tafadzwa

"Thanks again for all your help on my CV, the before and after are worlds apart!"

- Mike



interested in following things up with me. I am currently providing them with extra information. Thank you for your help; it has clearly made the difference."

- Michael

"I can't thank you enough for your help and guidance. I was quite nervous for my interview but I got the job!"

- Athikhwezi

"I found the Careers Service Guide informative, comprehensive, everything in one book."

- Anonymous, Focus Group 2014



- Anonymous, **Focus Group 2014**









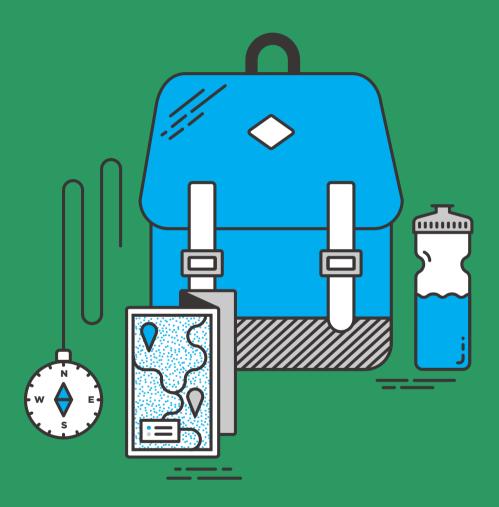


Careers Training Workshop

Helping UCT students to effectively support grade 11 and 12 learners in their study and career choices. Ideal for students who have a specific school or community they want to work with.

Interested?

Contact: careers.service@uct.ac.za for more information





CAREER **DEVELOPMENT**

Career educational insights for your career development journey

BRING ON THE BASS

Lilavan Gangen, Sean Sanby, Jonathan Chuter

EXPLORING YOUR FUTURE

UCT Careers Advisory Team

PUTTING THE YOU IN UCT

Alicia Okeyo

SIX THINGS I WISH I HAD KNOWN IN MY FIRST YEAR

Rory Emmett

MAKING THE MOST OF YOUR UNIVERSITY EXPERIENCE

Ayanda Nxusani, Michael Field, Anoosh Arevshatian, Zuko Tisani

TEN WAYS TO RESEARCH CAREERS

Ingrid van der Merwe

MANAGE YOUR ONLINE BRAND

UCT Careers Advisory Team

HOW YOUR ONLINE BRAND IMPACTS YOUR JOB PROSPECTS

Employer Quotes

TO STUDY FURTHER OR NOT?

Employer Quotes

NDIRI AFRONAUT

Gerald Machona

START-UPS FOR EVERY UP-START

Michael Chandler, Christian Schmidt

MY LIFE AS AN INDEPENDENT CONSULTANT

Lauren Davis



Bring on the Bass

UCT Careers Advisor, Alexis
Pillay, asked three 1st year music
students to share their thoughts
as they set out on their great
adventure.

Some people always seem to know what they are going to do after school, others are absolutely clueless. Most of us fall somewhere in the middle. Many high school learners and university students worry that making the wrong career decision will doom them to a life of misery, and set them on a path of no return. It should therefore be a small consolation to know that career choice is not a once-off event, but rather a slow and unfolding process that is different for everyone. We interviewed drummer Lilavan Gangen (LG), pianist/saxophonist Jonathan Chuter (JC) and bassist Sean Sanby (SS) from the UCT School of Music to find out about their journeys so far.

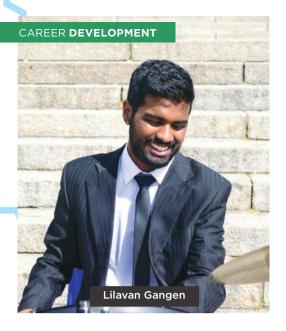
WHAT BROUGHT YOU TOGETHER AS A GROUP?

We all went to Rondebosch Boys' High School and we all played together in bands/ensembles. After a while, we just started jamming, before or after rehearsals and we really enjoyed it, so we just carried on doing it whenever we got a chance.

WHAT EXCITES YOU MOST ABOUT VARSITY?

- The idea of meeting new people with the same interests as us. To be able to share what we know with fellow students and to learn new things from them. Also being taught by some of the musicians whose gigs we attend.
- SS Meeting new people, having the opportunity to work with more people with a passion for music and being able to play and collaborate with them.
- The amazing people you get to learn from, the passionate musicians around you who are striving to be the best they can be and most of all knowing that you are going to a place that focuses on what you love and will push you to grow as a musician.







YOU ARE ALREADY MUSICIANS IN YOUR OWN RIGHT, WHY THEN A DEGREE IN MUSIC?

- No matter how much you know, there will always be something you can learn. I think if there's something to work towards (a degree) then it's easier to push yourself to learn more in the short time that we get.
- We have barely touched the surface of this amazing art form. Also getting a degree helps with getting jobs, like teaching, later down the line.

WHY UCT?

- UCT has a high standard. Some of the greatest musicians in South Africa today studied at UCT. It has been recommended by friends and teachers who have studied there.
- UCT is known for its legendary School of Music, and to study there has been a goal that I have worked towards since I started playing jazz in high school.

Photo credits:

Sitaara Stodel, Michaelis School of Fine Arts Graduate, email: sitaarastodel@gmail.com



WHAT WOULD YOU ADVISE MATRICS?

- Know (more or less) what you want to do and then keep exploring because your life is evolving.
- Keep studying, learning, meeting new people, and making new friends.
- Follow your passion. Find out everything there is to know about your degree, and do your research on possible jobs during and after study. Ask questions so you don't regret your choices in the long run.

Exploring Your Future

University life affords you the freedom to dream, discover clues to your future, explore options, stretch yourself and play to your strengths. So where to begin? There is no strict formula but here are some ideas.

PROFILING FOR SUCCESS (PFS)

Profiling for Success is a free online self-assessment tool to help UCT student's personal and career development. PFS will not give you all the answers! The self-assessment report(s) provide a starting point for career exploration based on your answers and should not be viewed in isolation or taken at face value. It is always advisable to discuss the outcomes with a careers advisor. Remember that no tool or assessment should be viewed as comprehensive or conclusive when making career decisions. Visit MyCareer/MyForms to access Profiling for Success.

Understanding who I am

There are many ways of approaching this task. Reflect on your personality as a whole, and think beyond your studies to all the other interests and activities that make your life fulfilling. Take note of your skills and attributes, and pay attention to your ethics and value system which are important for feeling comfortable with the choices you make. Look at our online tools like PFS on *MyCareer* to give you more insight.

Researching what's out there

You could start by finding out what kinds of work graduates with your degree can do. This will give you some ideas, but remember that many graduates work in areas that are not directly related to their field of study. See the Graduate Gallery for ideas (pp 58-95). Don't be held back if you cannot see a connection between what you have studied and an industry or type of work that interests you. Have a look at Ten Ways to Research Careers (pp 28-29) for more ideas about researching your options.

Making choices

Once you've identified a few areas of interest, make sure you are informed of the skills, qualifications and experience required. The more informed you are, the more aware you become of the range of opportunities available to you. If you don't meet the requirements of a specific position, consider a short term, 'stepping stone' job that will help you to develop the skills and experience you need to progress further.

Gaining experience

All your activities, both on and off campus, will help you learn and develop. Balancing academic demands with these activities and work experience (including part-time work, internships, job shadowing, volunteering) will provide balance and self awareness. These will also help you to build valuable skills and experience for the world of work.

Don't wait for final year. Starting early will give you more time to develop yourself strategically. But if you are in final year, don't panic. Use this book as a guide and give it your best shot!

Putting the YOU in UCT

Alicia Okeyo, a recent UCT graduate and a former Careers Service intern, shares how she made the most of her student experience.

As a UCT graduate with a BSocSc (Hons) in Social Development, PGDip in Management (Tourism & Events Management) and a BSc in Genetics & Applied Biology. My path has not been an easy road. I had a few stumbling blocks, initially getting excluded from UCT in my first year after a failed attempt at an Engineering degree. But this was probably the best mistake I ever made because it allowed me the self-reflection and time needed to find out what I am passionate about, what I am good at, and more importantly, to consider these whilst actively managing a career path. What better environment to nurture academic. social and career development than at our beloved UCT!





HERE ARE A FEW TIPS ON HOW I MAXIMIZED MY STUDENT EXPERIENCE, TO ENSURE THAT I DIDN'T JUST GAIN A DEGREE:

Mentoring

Following my return to UCT after being excluded, I mentored struggling first year students and shared my story as a form of encouragement. Mentoring is a good way to nurture interpersonal skills, a vital tool for building key professional and personal relationships in future.

Explore all your interests

If you find that, like me, you have a myriad of interests, who says you have to stick to one field of study? Part of the privilege of being at university is to gain as much of a variety of knowledge and experience as one possibly can!

Don't put yourself in a bubble

Stop living inside your head; you are often your worst critic! Rather, take every opportunity: apply for bursaries, scholarships, jobs etc., even if you think you don't meet all the requirements. Sometimes the application process is a lesson in itself.

Build your social connections on the rocks, not on the sand

It is not enough to have 500 Facebook friends. Genuine social capital counts more. Networking platforms like student societies, casual jobs, volunteer work etc., are a good way to build more authentic relationships.

Use the Careers Service

One of the most useful perks about being a student at UCT! The Careers Service talks made me realise that career management is part of personal development. We live in a generation of fast-paced advances and uncertainty in the job market. One job will not "secure you for life" like in our parents' day. The sooner you start your professional development, the better!

Love your city

Cape Town is one of the world's best cities; explore what's out there! Events such as debates and seminars, art and movie nights, outdoor concerts and so forth are great ways to nurture your emotional well-being while taking a break from the books. Sometimes these events are even free!

Start doing you

It is never too soon to start making decisions for yourself that make you happy. You will have to live with those choices!



Six Things I Wish I Had Known in My First Year

Studying towards a degree can often seem like a lifetime but very often when students reach the end of the journey they look back and say: "If only I'd known..." In an attempt to spare fellow students some of the heartache that comes with the regret of unused opportunities.

Rory Emmett, Michaelis School of Fine Arts graduate, shares his thoughts.

Pi.

IF ONLY I'D KNOWN ...

1 THAT UNIVERSITY WAS MORE THAN JUST GOOD GRADES

Whilst it is true that traditional employers look for students who've applied themselves to their academics, in the world of Fine Arts we may need a different set of skills that requires creative vision, entrepreneurial thinking and a go-getter spirit. So get involved in student leadership roles that help you develop holistic skills alongside your artistic techniques. Go to exhibitions, participate in art competitions and begin to establish your practice while you're still studying. This way you already have a head start.

THAT ONE HAS TO BE ABLE TO GIVE & RECEIVE CRITIQUE

A degree in Fine Art, as with any degree, is what you make of it. That said, I would argue that in Fine Art one often has to develop a slightly thicker skin. Learn to be open to (sometimes harsh) critique by your lecturers and peers, and be willing to listen to what they have to say about your work. Don't take this personally and although you may not agree with their opinions, you may learn something or view your work in a different way as a result.

THE IMPORTANCE OF TIME MANAGEMENT

Being an artist (or art student) isn't a 9 to 5 job. Working late on project deadlines and essays is a very normal thing. Good time management skills help, and lessen the burn significantly. I learnt to start projects as soon as I got them and tried to work consistently.



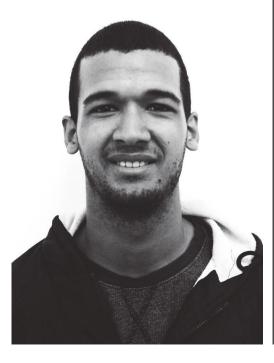


TO KEEP TABS ON YOUR FINANCES

There are many avenues to explore for bursaries, scholarships and financial assistance. By looking into this early on in your UCT career, it can help alleviate some of the stress of your expenses at a later stage. It also doesn't hurt to get a part-time job for that extra bit of cash.

TO DISCOVER MY INTERESTS & INSPIRATIONS AT AN EARLY STAGE

Take it upon yourself to read further on themes and topics that interest you. The earlier you find what your artistic concerns are the better, as you can grow from them. Your supervisors/lecturers aren't the be all and end all, do your own research as well.



TO TAKE MYSELF LESS SERIOUSLY & GIVE BACK

The whole notion of the "tortured artist", who sits alone in his/her studio all day, is a cliché that isn't as romantic as we sometimes think it is. Have fun, don't isolate yourself as this will only limit your growth and hinder your opportunity for a great UCT experience. Don't be afraid to engage in the Mentorship Programme on your campus, put yourself forward for a position in the Faculty Council, participate in community projects, and so forth. Not only does teaching and volunteering help you develop and refine skills, it is also one of the most rewarding aspects of varsity life.

Rory Emmett completed his BAFA at Michaelis School of Fine Art in 2014 (UCT). He majored in painting and in 4th year was awarded the Judy Steinberg Prize for painting. Emmett was the 2014 recipient of the Hoosein Mohamed Award for his "excellent body of work and service to the school", and was also awarded the Director and Staff Award in 4th year, for his roles in student governance and mentorship at Michaelis. He has completed a number of public and private commissions during his time at art school, and has participated in a number of group shows with Michaelis and beyond. Emmett's graduate body of work was titled 'Colourman'.

colourman ('kʌləmən)

n, pl **-men**

1. (Commerce) a person who deals in paints.

Colourman is a personal contribution to broader ever-developing discourses, and draws on historical events and narratives, personal and collective memory, city theory and culture, politics and spirituality in combination with everyday mundanity. This body of work forms an attempt at bringing to bear various painting traditions on the topics of my day.

Email: rory.emmett@gmail.com
Website: www.emmettart.tumblr.com

Stay connected. Don't miss out.

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GO TO WWW.CAREERS.UCT.AC.ZA FOR CAREERS INFORMATION, ADVICE AND VACANCIES.









Making the Most of Your University Experience



AYANDA NXUSANI

Bachelor of Social Science: Politics, International Relations and Economic History When I got to UCT in my first year I had a very narrow view of what politics was all about. The only political figures I was familiar with were South African. In order to broaden my understanding of politics I decided to be more involved in student societies that focused on international relations.

In 2013 I became the Marketing Director and Vice-Chairperson External for the United National Association of South Africa UCT (UNASA-UCT) and in 2014 I became the Chairperson of Amnesty International UCT. I also wanted to travel and be exposed to the international stage. In 2013 I attended the Model NATO Youth Summit that was held in Brussels, Belgium, and in 2014 I was selected to attend the 6th Global Forum of the United National Alliance of Civilisation held in Bali, Indonesia. Being active outside the classroom has educated me far more and has given my degree much more depth.



MICHAEL FIELD

Bachelor of Social Science (Honours): Development Studies I am passionate about human development and UCT allowed me to foster my interest in many ways. I have come to learn that the skills developed at university, especially in the social sciences, have given me the opportunities and tools to branch out and get involved. Some of my engagements included: SHAWCO, being a guest speaker at Chadwick International School (Incheon, South Korea) and Western Academy of Beijing (China), Namibian delegate to the Special Olympics Global Youth Summit (Shanghai, China), as well as volunteering at KAYEC Vocational Training Centre and Orlindi Orphanage (both in Katutura, Windhoek).

So, my piece of advice is this: get involved and use every opportunity to creatively engage in the world.



ANOOSH AREVSHATIAN

Bachelor of Business Science: Finance I've been lucky enough to take advantage of the opportunities that UCT has to offer. From exploring my passion for current affairs by writing for the Cape Town Globalist to tutoring multiple courses across the Commerce Faculty, I've grown in confidence and learnt so much about myself. Not only has UCT provided me with numerous career networking opportunities, but it has also broadened my professional sphere and granted me a scholarship to begin my CFA journey.

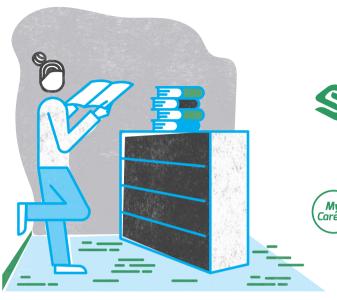
So, go out there and follow your passions, join new groups that you usually wouldn't and don't forget to think about the future!



ZUKO TISANI

Bachelor of Social Science: Organisational Psychology & Industrial Sociology Studying Humanities has matured me and helped me to understand myself and how I want to develop. My vision as the Chairperson of the Humanities Student Council (HSC) was to provide direction and growth platforms for students. My team and I created a Humanities Opportunities Handbook, containing information on bursaries, scholarships, internships and opportunities for career fields in every major available. We hosted a postgraduate event where HOD's gave their prerequisites and spoke on the importance of further study. We were also successful in getting the first 24-hour computer lab for Humanities students.

Looking back at my term in office I am proud of my legacy. Looking forward, I take the next step as President of the Entrepreneurs Society, where I intend to grow my passion for investing in people.





Not sure what you are going to do with your degree? You need not be limited to the obvious outcomes. UCT Careers Advisor, Ingrid van der Merwe, provides some tips and ideas to help you start exploring your options. Start with what appeals to you, no specific order required!



CAREERS RESOURCE CENTRE (CRC)

Visit the Careers Service and login at one of our workstations to browse the Favourites folder, which is an extensive collection of career websites.



COMPANY PRESENTATIONS. **EXPOS & SHOWCASES**

Many employers exhibit at UCT career expos and can answer questions about their industry, organisation and opportunities. Several also give informative company presentations. See MvCareer for details.



OPTIONS WITH YOUR SUBJECTS

Look at the website www.prospects. ac.uk. Select the 'Careers Advice' tab and click on 'what can I do with my degree' to know where you can apply your knowledge and skills in different sectors and industries. Also see www.targetjobs.co.uk/careers-advice/ degree-subjects-your-options



INFORMATIONAL INTERVIEWING

Engage with people in jobs or organisations that interest you. Informational interviewing is a more sophisticated (and better) way of job shadowing. This is an excellent way of doing some "reality checking" in your career research.

Check out:

- www.quintcareers.com/ informational_interviewing tutorials cover how to get going and what to ask.
- www.careerplayer.com offers video clips of people in all sorts of jobs, discussing how they started out and best and worst aspects of their jobs.





LINKEDIN

If you don't have a LinkedIn profile, create one. LinkedIn serves as a good platform to connect with others in your field, including UCT alumni. You can join groups that interest you and keep abreast of industry issues.



UCT LIBRARY

On the library website, go to the 'Search and Find' tab and choose 'Databases'. *Marketline* and *LexisNexis* among others have detailed industry and organisation profiles, both local and international. You will also find databases of newspapers as well as e-journals. Also visit the Careers Service hub in the library for career related books



PROFESSIONAL ASSOCIATIONS & COMPANY WEBSITES

Organisation websites include information on the organisation's mission, policies and field of work. Some websites have a careers section with information about graduate opportunities. Look at the company websites listed in this guide as a starting point. Visit the CRC Favourites folder for our list of key South African professional bodies and associations.



NEWSPAPER ADS & ONLINE JOB POSTINGS

You won't commonly find graduate positions advertised in national newspapers, but you may learn about the type of jobs you get with 5 to 10 years of experience. Use this information to find out more about organisations out there and what kinds of entry level positions would lead to more experienced jobs.



VOLUNTARY WORK / VACATION WORK / INTERNSHIPS

Whether you are working at reception, filing or data capturing, being in a particular work environment will give you a taste of an organisation. Check out the Employer Directory in this guide to see which employers offer internships or vacation work, and receive alerts for opportunities on *MyCareer* that become available after this guide is published.



GRADUATE STORIES

Look at the Graduate Gallery feature from page 58 where UCT alumni share their career journeys.



Manage Your Online Brand

Personal branding: is about identifying and communicating what makes you unique, relevant and differentiated.

- Your online brand (digital footprint) is established through: photos, blogs, articles, comments, recommendations, reviews, likes, favourites, retweets, etc.
- Managing your online brand and creating professional online networks can enhance both your personal and professional brand.
- The top three social media sites employers look at: LinkedIn, Twitter and Facebook: What do you want them to see?

RULES OF ENGAGEMENT

- **Be civil:** treat people with respect; don't be fooled by the veil of anonymity
- Golden Rule: treat people how you would like to be treated
- Use your real name and be accountable: this forces you to be more careful about what you post online
- Have a personality: use different platforms to show different aspects of your personality - but don't overshare

MANAGE YOUR ONLINE REPUTATION

- Use "vanity search" (Google yourself) to aggregate social mentions and delete unflattering content
- Manage your privacy settings; keep informed of changes to networks' privacy settings

GET THE MOST OUT OF YOUR ONLINE BRAND

- Keep active through periodic updates of all profiles
- Network through comments, recommendations, group activities, answers, etc.
- Control whether your FB page appears in Google/web searches, and the kind of info other people can share about you or see about you
- If you don't have an active LinkedIn profile you may as well be dead (to the world of work)

How Your Online Brand Impacts Your Job Prospects

"It's the first thing I look at!"

Amnon Melzer
Partner Eighty20
Consulting

"How they project themselves online is important as it is their reputation."

Jacqui Starkey HR Graduate Recruitment, HSBC Bank

"We generally don't look at candidate's online brand however a good online brand can certainly assist in the first stages to make a candidate stand out."

Simon Kelly Senior Engineer, Dimagi South Africa

"As a company with an international client base, we care about how our employees relate to the outside world. Online brand is taken into account during recruitment."

Caitlin Moore HR & Support Manager, j5International (formerly St James Software) "Employers must carefully select which platforms they look at e.g. Facebook which is social vs LinkedIn which is a more professional reflection. We don't use it in isolation when making hiring decisions."

Leah Isaacs Senior HR Consultant: Resourcing, The Foschini Group (TFG)

"It has a huge impact as many employers check out candidates online these days."

Rushda Kammies Recruitment Consultant, Cadiz Corporate Solutions

"Within the accounting profession, trainees are required to abide by the SAICA Code of Conduct and this relates directly to how people conduct themselves within a work context and in their personal lives."

Leanne Aitken
Assurance HR Manager,
Ernst & Young (EY)

"We check candidate's social media before a job offer is made to ensure that they have a sound brand. We look for any derogatory comments or pictures that will bring negative attention to GetSmarter, including hateful or negative comments made towards their current or past employers. Candidates need to be aware that they will be brand ambassadors for GetSmarter."

Kim Kay Recruitment Officer, GetSmarter

"Candidates should make sure that their online image corresponds with that which they project to their employer. A sloppy or undesirable online image, regardless of the platform, will negatively affect employer perceptions."

Margien Matthews HR & Corporate Services Executive, Pharma Dynamics "A postgraduate degree definitely adds value in terms of a candidate 'specialising' in a specific subject. Certain subjects require in-depth studies, such as Economics."

Jacqui Starkey
HR Graduate Recruitment, HSBC

To Study Further or Not?

"Our management team feels that honours is always a good 'rounding off' to the Computer Science degree."

Nikki Blaser Recruiter. ACI Worldwide

We asked a number of employers whether having a postgraduate degree adds value when they recruit for organisations.

There is a widely held belief that a postgraduate qualification is better than not having one. The adage: "a degree alone is no guarantee of employment", also holds true for a postgraduate qualification. Experience shows that doing further study does not necessarily improve your career prospects. There are many factors that come into play and you would do well to research your options before making any decisions.

"In our field we only require a BSc, however Project Management is always favourable."

Roxanne Sanders HR Manager, Kantey & Templer Consulting Engineers

"These candidates have an increased depth of knowledge and expertise in their chosen field of study. Based on their tenure and exposure we find them to be more mature and prepared for the world of work."

Leah Isaacs Senior HR Consultant: Resourcing, TFG "A postgraduate degree per se does not guarantee a better candidate but generally speaking, better candidates take on the responsibility of postgraduate work. In addition, in the correct discipline it can provide grounding in additional techniques/patterns/methodologies."

Rob RademeyerDevelopment Manager,
Spatial Dimension

"Studying further portrays the person's ability to strive

"A good quality undergraduate degree is most important.
Postgrad is a nice to have."

Candice Clark

Recruitment Specialist, CQS Technology Holdings (Pty) Ltd.

Managing Director, Student Brands (Pty) Ltd.

for excellence."

Daryl Bartkunsky

"It definitely gives the candidate an advantage. In most postgrad studies candidates have to do a thesis, which gives them an opportunity to acquire research and presentation skills."

Rushda Kammies

Recruitment Consultant, Cadiz Corporate Solutions "Postgraduate degrees carry significant weight in our company as they require tenacity and commitment to complete - characteristics that we look for in prospective employees. We have a number of employees who have postgraduate degrees in fields that are not directly related to their current portfolio, but the skills that they have gleaned from postgraduate studies are evident in their work ethic."

Caitlin Moore

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HR & Support Manager, j5International (formerly St James Software)

"We hire talented individuals from a variety of disciplines and fields to tackle some of today's most challenging problems. A 4-year degree is a mandatory minimum for a full time position. Further studies post honours is not required, but we value talented postgraduates who bring additional transferable skills in specialist knowledge. critical thinking, problem solving and time management."

Sheshni Moodley Head of Recruiting, Bain & Company, Africa "For us, further study is something that does stand out. We do tend to give preference to candidates with a postgraduate degree. The competition out there is tough and we look at students who are willing to take their studies seriously."

Melissa Rai

Talent Acquisition & Relations Development Coordinator, Entersekt

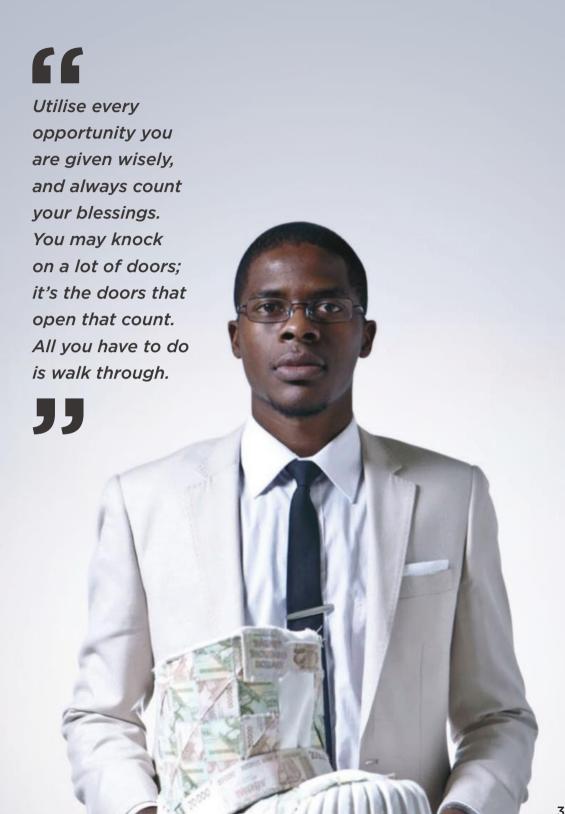


Ndiri Afronaut: A Prophet is Hardly Ever Accepted in His Homeland

UCT Careers Advisor,
Alexis Pillay, posed
some questions to visual
and performing artist,
Gerald Machona, on
his inspiring career.

Gerald is a Zimbabwean-born visual artist with a Master's Degree in Fine Art (MFA) in Sculpture from Rhodes University and a Bachelor's degree in Fine Art (BAFA) from UCT. In 2013 Gerald was featured in *Mail & Guardian's* 200 Young South Africans supplement and in the *Business Day* as one of the top ten young African artists practicing in South Africa. Gerald works with sculpture, performance, new media, photography and film. The most notable aspect of his work is his innovative use of currency – particularly decommissioned Zimbabwean dollars – as an aesthetic material.

Gerald's current work engages with issues of migration, social interaction and xenophobia in South Africa. He has participated in many group exhibitions in Johannesburg and Cape Town. Gerald is also a recipient of a Mellon Scholarship and is a member of the Visual and Performing Arts of Africa Research Group at Rhodes University. He currently exhibits Vabvakure (People from Far Away) pictured here, at the Goodman Gallery, Cape Town.





HOW DOES YOUR QUALIFICATION RELATE TO YOUR WORK?

The MFA and BAFA degrees gave me insight and confidence to speak and write decisively about my own artistic processes. Through my qualifications I was also able to cultivate the support of various institutions in realising works of art.

WHAT ARE THE KEY SKILLS THAT HAVE CONTRIBUTED TO YOUR SUCCESS THUS FAR?

Patience, practice, research, curiosity, consistency and diligence.

WHAT ARE YOUR DAY-TO-DAY ACTIVITIES LIKE AS AN ARTIST?

Studio practice (making art), participating in local and international exhibitions, research, tutoring and contributing as support staff to student development at the Michaelis School of Fine Art (UCT).

WHAT ARE THE BEST & MOST CHALLENGING PARTS OF YOUR JOB?

Having to reflect and respond through my art to some of the difficulties facing South Africa as a young democracy. My artwork becomes a conduit through which I share some of these ideas and experiences.

HOW HAVE YOU NAVIGATED BEING A FOREIGN NATIONAL WORKING IN SOUTH AFRICA?

As a foreign national, academia has always been the stepping stone to larger achievements in my career. My commercial success is largely as a result of the research and work I produced through academic support.

HAVE YOU BEEN ABLE TO MAKE YOUR CREATIVE VOICE HEARD IN YOUR HOME COUNTRY?

I have created work in Zimbabwe before and it is only recently that the potential of the arts to tell stories and alter our fragmented experiences of reality has opened up. The contemporary art scene in Zimbabwe is a very exciting place to be making art now, and I hope my work will be received well.

HOW BEST SHOULD STUDENTS USE THEIR TIME AT UNIVERSITY TO GIVE THEMSELVES A COMPETITIVE EDGE?

Develop your visual language well as this will give you confidence to communicate your ideas and experiences. Read and research but if in doubt study further. This may give you the time to clarify your path or sharpen your creative voice.

www.geraldmachona.com

Start-Ups for **Every Up-Start**

Have you ever considered whether you've got what it takes to start your own business? These tips from UCT alumni on what makes for a good and prosperous entrepreneur may spark some good ideas.



MICHAEL CHANDLER Owner & Founder: Chandler House, a design house featuring various products

- Stay true to yourself and your vision. It'll be the very thing that defines you from others and thus creates your unique space in the market.
- · Outsource everything you aren't good at.
- Collaborate wherever you can.
- Don't take short cuts.
- Don't let making money become your North Star.



@MrChandlerHouse

www.chandlerhouse.co.za



CHRISTIAN SCHMIDT Founder & Director of Skv Events (Pty) Ltd, an events management company based in Lesotho

- Find out what you really love doing. Or start by excluding what you do not enjoy.
- Stay focussed on your dream and never give up. Setbacks are part of the game. See them as lessons and guidance for your next move.
- Be humble and build a friendly and honest environment around you. You reap what you sow. Your business relationships not only reflect who you are but also define the culture of your business.
- Identify people that you look up to as role models. Establish relationships, even if they are your competitors. Your role models are your lecturers after university. A favourite quote: "When the student is ready, the teacher will appear."
- You will need partners, collaborators and employees as your business grows. These contacts are the result of your networking and relationship management skills. "Luck is when preparation meets opportunity".



@LesothoSky

My Life as an Independent Consultant

Eauren Davis is a Clinical & Consulting Psychologist with extensive experience in leadership development, coaching and facilitation. She currently works as an independent consultant partnering with a diverse client group mainly in the financial services, retail and hospitality industries. She shares her story about being an independent consultant.



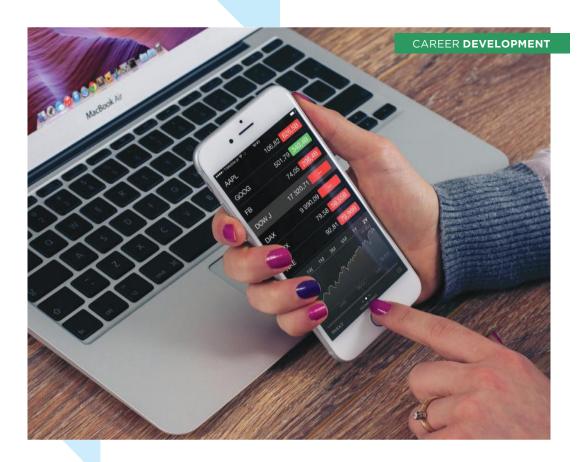


MAJOR CAREER MOVES

I have worked in a private practice and other roles include being a case manager for an employee wellness company, setting up and developing a career development office for a Joburg insurance company, and developing the consulting sector of the Cape Town branch of a Johannesburg consultancy. I started my own business in March 2013.

EXPECTATIONS & CHALLENGES WHEN STARTING YOUR CONSULTING FIRM

I learned quite early on that business development is hard work and it takes time to build a relationship with clients. As a consultant, I am not selling a product but a service that often takes clients out of their comfort zone. I realised that it is very important to spend time building trust with clients. Very early on I realised that being outside the business meant that I had no control over the ongoing implementation of action plans. As a consultant, I work with a line or human resources manager where there is no clear boss-subordinate relationship. I have needed to relinquish control and attempt to influence where possible.



Early on, I expected to be the expert when consulting with my clients. I realised that this approach does not lead to long term success because the client becomes dependent on me. I now prefer to work as a collaborative partner joining my specialist knowledge with a client's knowledge of the organisation and expertise. The project then becomes a joint undertaking with shared ownership for a successful outcome.

CREATING A CLIENT BASE

My client base has largely emerged via word of mouth - I believe that this is the best and most effective marketing tool. I have also associated myself with a few carefully selected consultancies that use a pool of independent consultants to deliver work on their behalf.

Cold-calling does not work in this industry. Clients rarely make a decision to hire a consultant only from email contact or a telephone call. Face to face interactions are critical.

WHAT OTHER STUDENT ACTIVITIES DID YOU PARTICIPATE IN DURING YOUR STUDIES?

I volunteered at the Red Cross Children's Hospital (The Therapeutic Learning Centre and Friends of the Red Cross), South African Riding School for the Disabled, NICRO, and LifeLine.

HOW BEST SHOULD STUDENTS USE THEIR TIME AT UNIVERSITY TO GIVE THEMSELVES A COMPETITIVE EDGE IN YOUR FIELD?

Spend time job shadowing people in Human Resources, Organisational Development, Psychometric Assessment roles and consulting roles within corporates, consultancies and independent practitioners. Go to conferences, networking events, workshops and start networking with people in the field. Find a mentor in the field. Read Peter Block's book Flawless Consulting (and if possible, attend the workshop). His work has informed a great portion of my consulting philosophy.





CAREER TOOLKIT

Demystifying the job application process and transitioning into the world of work

SHOWCASING YOUR TALENT

Yaseen Schrueder

CAREERS ADVISORS ANSWER YOUR MYCAREER QUESTIONS

UCT Careers Advisory Team

A COVER LETTER THAT PACKS PUNCH

Employer Quotes

WHAT MAKES A GREAT CV

Employer Quotes

GAME OF THRONES INTERVIEW STYLE

Employer Quotes

DEFENCE AGAINST THE DARK ARTS: NAILING PSYCHOMETRIC TESTS

Charl Marais

DEFENCE AGAINST THE DARK ARTS: CRACKING CASE STUDIES

Chris Wilson-Byrne

HIS GUIDE TO INTERVIEW GROOMING

Neville Sleigh

HER GUIDE TO INTERVIEW GROOMING

Lauren Goncalves

YOUR FIRST DAY ON THE JOB

Employer Quotes



Showcasing Your Talent

A recruitment specialist shares some inside information to help you prepare for the application process. Old Mutual's Yaseen Schrueder offers some tips on how to successfully prepare for a job application and gain entry into the working world.

Graduate recruitment has evolved beyond the point of job applications, interviews and offers. Employers in South Africa are often competing against each other from a limited pool of exceptional graduates. How do you ensure that you are part of this elite group of graduates?

COVER THE BASICS

Covering the basics refers to the simplest of things. Make a list of dream companies you are interested in. Find information on their application processes, closing dates and the kind of graduates they recruit. Career expos are for more than just the freebies – use them to ask questions!

PREPARE ALL NECESSARY DOCUMENTATION

When recruiters are dealing with hundreds, if not thousands, of applications, a badly formatted, grammatically incorrect CV will immediately put them off. Your CV doesn't have to be a masterpiece but make sure you put a concerted effort into your application documentation. It is, after all, a paper representation of you (file size 1MB unless you are submitting a creative portfolio, up to 5MB is acceptable).

UNDERSTAND YOUR POTENTIAL EMPLOYER & THEIR FUTURE

Companies are very strategic with their visions and missions. They often give potential employees, even graduates, a glimpse into where the company sees itself in its near and longer term future. This vision often translates into a company's internal culture whether they sell soap, beer or insurance. Ask yourself if you can see yourself working at a company with a specific culture and use that as a selling point when interacting with them.



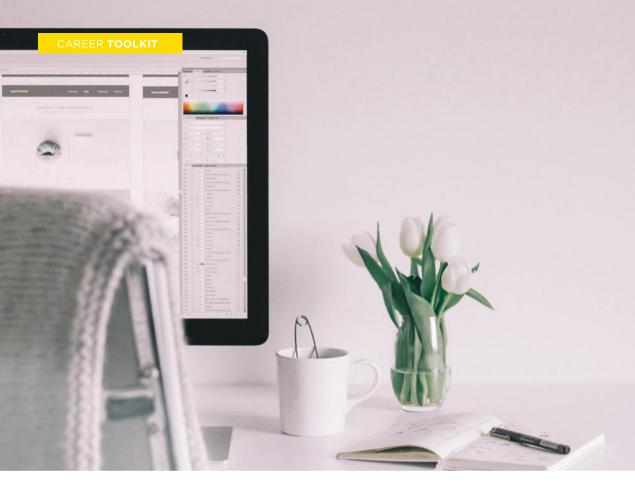
PREPARE FULLY FOR YOUR INTERVIEW

Interviews are often the most traditional recruitment method used. They give companies and potential employees an opportunity to suss each other out and see if there is a potential match (kind of like dating, don't you think?). In order to make sure you put yourself forward as a potential great match, understand your preferred company and frame your answers in a manner that shows understanding. Don't come across as overly rehearsed (another pet peeve of recruiters everywhere).

BE AUTHENTIC, BE UNIQUE, BE INVOLVED, BUT MOST OF ALL BE YOU!

Finally, companies are looking for individuals who will embody their values, move them forward and most of all add value to the organisation. The purpose of most graduate programmes is, twofold, to take young talent with tons of potential and equip them with skills and knowledge necessary in their chosen fields. On the other hand, graduate programmes give employers an opportunity to channel fresh, innovative thinking and ideas into their organisation!

So remember to be yourself, know what you have to offer and be open to any and all opportunities for growth and learning as that is after all the main purpose of the first two years of your career!



Advisors Answer Your MyCareer Questions

Q. What is the average starting salary for a graduate engineer? (OC)

A. Several factors impact salary so it is difficult to give definitive figures. Some useful links to consult when doing salary research are: glassdoor; mywage; salary explorer; payscale; career junction. Attend some of the career expos and speak to the engineering firms directly for the information you are seeking. Networking among your peers who have already graduated, looking at job adverts (on *MyCareer* and in other print and online media) and referring to professional bodies will also provide ideas of range of salary.

Q. I am interested in teaching English abroad and was wondering if the Careers Service still had a partnership with the Korean government to teach English in South Korea (MS)

A. There are many programmes that facilitate teaching English abroad. You may want to contact the UCT English Department, the Korean Embassy, private providers, travel agencies, etc. for similar opportunities. The only approved agency UCT Careers Service works with is Teach Korea. See also links through travel agents, such as STA. A Google search for "teach English in Korea" will yield many results - so it would be your task to double check the credibility and suitability of those providers. Also consider the following:

- Ask yourself why you want to teach English abroad? What do you hope to gain from the opportunity? (book a career consultation with one of our advisors who can help you to think this through)
- Why have you singled out (South) Korea? Have you considered any other Asian countries? There are also many other countries that require English language lessons, such as Brazil, Dubai, Italy, Haiti, etc. Have you explored those?
- Have you talked with your peers or senior students who have already taught English? What lessons can you learn from them to help inform your choices?
- Do you intend returning to your home country afterwards?
 How can you smooth that transition?

Q. I would like to know what the law is in terms of international students working part-time on study permits. How do you as an office facilitate the meeting of such requirements? What are the minimum wages? Also what kinds of jobs does one qualify for? (GG)

A. Legally international students on a study visa are allowed to work for 20 hours part-time per week. At UCT the same rule applies to all students because UCT believes that a student's chief role is that of "student" not "worker". The Careers Service does not intervene in the enforcement of such requirements.



We asked employers who recruit UCT graduates to unpack what makes a good cover letter.

"A good cover letter should be the vehicle that catches the attention of the prospective employer and differentiates your CV and application from the rest. The best way to do this is to encapsulate who you are, what you hope to be and how you plan to achieve your vision. A snapshot of your key attributes and a couple of experiences that have shaped your journey thus far are useful in providing the reviewer with this insight."

Leanne Aitken

Assurance HR Manager, EY

"It should showcase capabilities and skills that assist the recruiter in determining if an individual fits with the job description advertised."

Smanga Ncube

Project Co-ordinator: Actuarial Development Programme, Liberty "The cover letter needs to be structured to include objectives, educational background, experience, attributes, etc. It must be original and speak to the role you are applying for."

Leah Isaacs

Senior HR Consultant: Resourcing, TFG

"Honesty is important! Also, make sure the letter is addressed to the correct employer and provides a brief summary of your strengths and the value you would add."

Jacqui Starkey

HR Graduate Recruitment. HSBC

"Ideally candidates should provide some information on where they would like to work and if they have anything a possible employer needs to bear in mind, such as bursary commitments. etc."

Nikki Blaser

Recruiter. ACI Worldwide

"Show what else you have been involved in outside of academics. What have you taught yourself, that you have not learnt from lecturers? What programming languages have you used to build something? Show initiative."

Melissa Rai

Talent Acquisition & Relations Development Coordinator, Entersekt

What Makes a Great CV

"Neat, concise, welldesigned. If a photo is used it must be a very professional photo in smart attire."

Candice Clark

Recruitment Specialist, CQS Technology Holdings (Pty) Ltd.

"It shows how the graduate can make a difference [to our business1."

Marian Olivier Administrative & HR Assistant. Integration Point

"Your CV should be to the point and relay only the useful information about vourself and the current job application, while still giving an impression of your personality. While it's lovely that you were Head Library Monitor in Grade 7, it's probably not that relevant to your application to be a software developer."

Caitlin Moore

HR & Support Manager, j5International (formerly St James Software)

"Brief overview, and then demonstrable skills in the areas of interest, i.e. course with practical experience, actual experience, home projects taken to fruition, etc."

> **Rob Rademeyer** Development Manager. Spatial Dimension

"Simplicity and good referees, i.e. direct manager or a person in a position of responsibility in the company,"

Daryl Bartkunsky

Managing Director, Student Brands (Pty) Ltd.

"The cover letter is used to show passion for the job. A CV needs to detail education, work history and include competencies acquired in each position. The CV should also include an objective. And it should be PDF'd."

Kim Kay Recruitment Officer, GetSmarter

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Game of Thrones Interview Style

The interview process may not be "win or die" but it also requires you to be a warrior of sorts. If you don't perform, you're out. We asked employers to talk about how students can get through to the next stage.

"We don't expect our employees to know everything. A candidate who recognises the limits of their knowledge and shows that they can engage their brain to answer the question during an interview is more impressive than someone who tries to fudge being a know-it-all."

Caitlin Moore

HR & Support Manager, j5International (formerly St James Software)

"One word sums it up for me: "AUTHENTICITY".

Candidates who demonstrate a keen sense of self and the ability to engage the interviewer, are able to demonstrate how they have overcome challenges, whilst retaining a sense of accountability for their own success are the ones who set themselves apart."

Leanne Aitken

Assurance HR Manager, EY

"In our case, it is the ability of the candidate to solve technical problems in our technical interviews. In an HR interview, the integrity and honesty of a candidate when answering questions is always well received."

Nikki BlaserRecruiter,
ACI Worldwide

"Applicants must be real (not fake) to impress us. Take time to think and give proper responses to the questions asked."

Smanga Ncube

Project Co-ordinator: Actuarial Development Programme, Liberty

"Make sure you have a good solid handshake; make eye contact and direct answers at everyone (if there is a panel); project a good level of energy and enthusiasm; have valid reasons why you want to work here; a clear idea about your future and where you see yourself. Be friendly and warm, but also serious about your career."

Phil Carr

Recruitment Manager, ALEC (Dubai)



"I am always impressed with an applicant who has taken time to find out who will be interviewing them and has done some LinkedIn research to find out the interviewer's designation in the company."

Melissa Rai

Talent Acquisition & Relations
Development Coordinator,
Entersekt

"We are impressed by punctuality, professionalism and confidence."

Ben Raffray

Professional Development Manager, Fasken Martineau

"When candidates can offer an opinion about the economy and how it affects the world and how it could impact on the company."

Rushda Kammies

Recruitment Consultant, Cadiz Corporate Solutions "What really impresses me is a candidate's knowledge of our company. When the candidate has researched beyond page 1 of Google, and knows more of the "lesser known" details of the company. Questions candidates ask that are about the company and personal questions directed at the interviewers always impress me as do more specific questions such as where the company is going. I am not impressed by salary and benefits questions."

Kim Kay Recruitment Of

Recruitment Officer, GetSmarter

"Candidates should be focused and to the point in their responses. They should dress professionally and arrive at least ten minutes early for an interview with a copy of their CV in hand. They should have done their research on the company and should ask relevant biggerpicture questions when given a chance to do so."

Margien Matthews

HR & Corporate Services
Executive, Pharma Dynamics



Defence Against the Dark Arts: Nailing Psychometric Tests

There are various forms of psychometric assessments. Charl Marais, African Graduate Programme Coordinator and Psychometrist at deVere Investments South Africa, refers to the two forms administered by his company, namely, personality and cognitive ability assessments. He offers tips on how to crack these tests.



PERSONALITY ASSESSMENTS

Personality assessments are designed to measure unchanging aspects of an individual's character. They are used by employers to assist with decision making during the selection process, to give insight into your personality traits, basic behavioural and work behaviours and your emotional tendencies, to assess whether you will be able to adapt in the organisation (Foxcroft & Roodt, 2009).

- These tests are not timed and thus an individual should not rush to finish:
- There are no wrong answers in personality assessments;
- Try to keep the purpose of the assessments in mind when completing the assessments, if it is part of a job application process try to focus on answering with job situations or job related situations in mind when stuck on a question;
- Try to be 100% honest when answering the questions as there are questions set in place to measure malingering; and
- Make sure the test administrator goes through the questions and instructions before the assessment begins in order to help you relax and answer accurately.

SOURCE: Foxcroft, C., & Roodt, G. 2009. An Introduction to Psychological Assessment in the South African Context (3rd Ed). Cape Town: Oxford University Press.

RESOURCES:

- Practice Tests: goo.gl/ofXhIU
- TargetJobs: goo.gl/1uswjq
- How to Pass Aptitude Tests: goo.gl/eM9qmQ
- WikiJob: goo.gl/gX8Grq
- Psychometric Tests: goo.gl/5TdeHB

COGNITIVE ABILITY ASSESSMENTS

Cognitive ability assessments measure an applicant's ability to learn quickly, use logic, reasoning and problem solving skills. They test a person's aptitude and potential to solve job related problems (Foxcroft & Roodt, 2009).

- Make sure the instructions are explained clearly and ask questions if you are unsure;
- Keep track of time when answering as this type of assessment measures your cognitive processing speed, i.e. your speed and accuracy; and
- If it is a pen and paper test then answer the questions you are sure of instead of getting stuck on a question and wasting time.

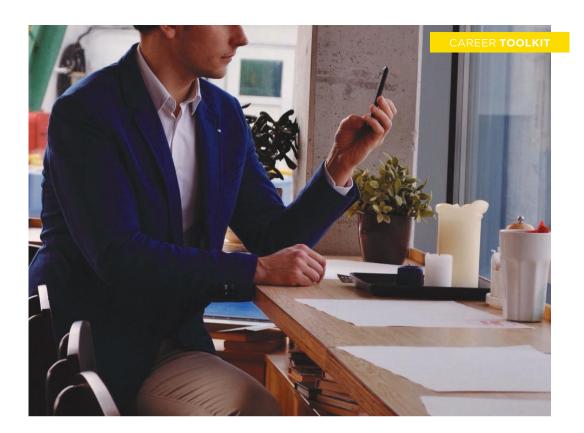
General tips

- Always have a good night's rest before the assessment;
- Prepare for any incidents that might undermine the results of the assessments, e.g. a flat tyre or being dyslexic;
- Insist that procedures, assessments and purpose of different assessments are clearly explained before the assessment commences;
- Insist on a quiet environment with no distractions when being assessed;
- Make sure all material is made accessible before the assessment begins;
- Drink water before an assessment and stay away from sugar as this may limit your potential: and
- To fully utilize an assessment, you should insist that you receive a feedback session explaining your results.



Defence Against the Dark Arts: Cracking Case Studies

Case studies can be daunting because they are inherently open-ended. This can make them particularly challenging. Chris Wilson-Byrne, Consultant at Bain & Company, provides some tips.



The case study interview is employed primarily by management consulting firms, but increasingly by other companies. You are introduced to a business dilemma and are asked to analyse the situation, identify key business issues and discuss how you would address the problems involved. The key to 'cracking a case study', especially in an interview, is developing a structure that frames the problem and provides an approach to the solution.

All good structures will:

- Address the problem directly, which often requires tailoring the structure to the specific case
- Simplify the solution into a few high level talking points
- Be mutually exclusive and completely exhaustive.

RESOURCES:

- Case Interview: goo.gl/7Mb5mj
- Case Questions: goo.gl/v58sRm
- Ace the Case: goo.gl/2f64XA
- Written & E-Tray Exercises: goo.gl/HyXZgD

Frameworks, such as Industry 5 Forces and Profitability Driver Trees, are helpful structures that can be applied in specific situations to effectively crack a case. However, a common pitfall is force-fitting a situation into established frameworks. It is critical to ensure the structure is appropriate for the specific case.

Structures need not be complex. Often the most elegant structures are the most simple. For example, when structuring a growth strategy, a structure based on dimensions of growth (e.g., channel, product line and geographic expansion) may be the best line of attack.

It is also important to keep in mind that case studies are not just about structure, logic and analytics. Interviewers are also testing communication skills, the ability to influence and a positive attitude. View these sessions as collaborative problem-solving sessions rather than a one-way dialogue. Developing a solid structure for the case study provides the foundation for the conversation. If your structure is robust it will be easier to communicate your solution effectively.



His Guide to Interview Grooming

Neville Sleigh, Fashion Stylist for Spree.co.za, gives his tips on dressing for an interview.

The moment you walk into the interview you will be judged on your appearance. Make sure the appearance box is ticked, so you can focus purely on the task at hand and appear confident and powerful.

Tip 1: Know the company culture

Before your interview research the company culture. If you apply to work at a startup where the dress code is casual, and you show up in a tailored suit you will be the one dressed inappropriately. To establish the feel of the company; visit the company's LinkedIn page to view the employee profiles. If you're still unsure contact the HR team and ask them about the dress code.

Tip 2: Be comfortable

You need to be as confident as possible. You need to find the balance between being comfortable and feeling proud and powerful. You don't want to come across as feeling uncomfortable or awkward. Find something suitable within your style.

Tip 3: Make sure you are perfectly groomed

Plan your outfit and have it dry cleaned. Keep a lint brush at hand and shine those shoes. Have a fresh and neutral haircut before your interview. Make sure you are well groomed. All facial hair should be kept in check. If you have a beard, make sure it's perfectly combed and presented.



Her Guide to Interview Grooming

Lauren Goncalves, Trainee Buyer for The Foschini Group (TFG), gives her top tips on how to dress for interview success! Interviewing with prospective employers can be daunting. Between controlling nervous sweats, stringing logical sentences together and realizing that your insides have transformed into Butterfly World, the last worry you want is that the hot mess you feel like on the inside is being projected on the outside.

Tip 1: Research the company culture & dress code

Dress codes may vary depending on where you apply to. Corporate company dress codes tend to be more smart and conservative and may require one to wear a suit. Smaller companies or start-ups may have a more laid-back dress code. This does not, however, mean your ripped jeans and lucky t-shirt from high school are acceptable; rather a pair of clean dark wash denims, a crisp shirt and blazer will do the trick.

Tip 2: Look polished from head to toe

Being well-groomed is just as important as selecting the correct interview outfit. Make sure your hair and nails are clean and neat and that your make up is not over done. Ensure your outfit is both comfortable and interview appropriate so that your focus is on the interview and not on readjusting your clothing.

Tip 3: Put the err in conservative

It is better to err on the conservative side when dressing for a job interview. Showing too much flesh or wearing extreme form-fitting garments is a no-no, and will serve as a distraction. Other distractions are wearing too much bling, too many bold prints or bright colours, and even wearing heavily-scented perfume. My advice: keep it subtle and elegant with a lessis-more approach.

So think about these top tips to ensure that you will be in top form for your interview. Happy power dressing everyone!



Your First Day on the Job

The first day in a new job can make most people anxious, especially if it is their first real job. We asked employers for some tips on how to make a good impression from the word go.

"**Do:** be open to learning, expect to start at the bottom (but still do meaningful work); have a positive attitude; put in the hours; offer to help in order to learn.

Don't: expect a "big" title; have a sense of entitlement; expect special treatment; be afraid to ask questions."

Jacqui Starkey *HR Graduate Recruitment, HSBC*

"**Do:** introduce yourself to people; prepare a list of questions you need answers to; find out who HR is and introduce yourself (you'll need them at some stage!).

Don't: come across as a know-it-all, be disorganized and distracted; be too shy to ask questions."

Candice Clark

Recruitment Specialist, CQS Technology Holdings (Pty) Ltd.



"First impressions last."

"**Do:** arrive on time; dress appropriately; be friendly and courteous; listen to the advice of the veterans; get stuck into your work tasks with enthusiasm; ask questions if you are unsure of something; listen; get to know your colleagues and how they fit into the company; and finally, be confident in your abilities – you were hired into this job for a reason."

- Caitlin Moore

Caitlin Moore

HR & Support Manager, j5International (formerly St James Software)

"**Do:** have a "sponge" attitude to learn from senior team members; find out the dress-code and where to park beforehand; find innovative and proactive ways to research work on your own before asking questions.

Don't: be late for your first day; or think you are the CEO. You must be prepared to start at the bottom and work your way up."

Marian Olivier

Administrative & HR Assistant, Integration Point "Candidates who "show up" on the day but are apathetic and lack energy in the fulfilment of their duties are setting the expectations of their colleagues at that level and they will find it difficult to reverse that perception going forward."

Leanne Aitken

Assurance HR Manager, EY

"**Do:** arrive on time and appropriately dressed, be confident but not arrogant. Try to remember people's names (this can be difficult)."

Ben Raffray

Professional Development Manager, Fasken Martineau

"**Do:** know what time you must be at work and who to ask for and where to park; be confident, smile and show them you are happy to be there!

Don't: wear a lot of makeup"

Rushda Kammies

Recruitment Consultant, Cadiz Corporate Solutions

"**Do:** be friendly and greet everyone; ask for an organogram and learn who is who and what their job functions are; make friends with the receptionist and tea ladies – they will help you to understand the environment better; say goodbye to your manager and co-workers when you leave – don't just vanish.

Don't: complain about anything."

Margien Matthews

HR & Corporate Services Executive, Pharma Dynamics

"You are employed at junior level and should respect the knowledge of the more experienced staff, however, adding value to the business processes can only stand you in good stead. The real consideration is how you go about showing your eagerness and value add whilst respecting those around you."

Brett Dyason CA (SA)

CFA, Chief Financial Officer, Hepstar





GRADUATE GALLERY

UCT graduates share their stories about the world of work

HEALTH SCIENCE

Dr Larry Chapman, Colleen Francis, Dr Sharief Hendricks, Dr Phatheka Ntaba, Dr Vathiswa Papu-Zamxaka

ENGINEERING & THE BUILT ENVIRONMENT

Azhar Harnekar, Ancunel Steyn, Hiten Bawa, Parikshit Bohra, Lefu Dlamini, Marco Geretto, Julien Ghighi, Vernon Moonsamy, Teddy Mudge, Andrew Pike, Vivienne Roberts, Alexander Schmidt, Gerrit Strydom

HUMANITIES

Danilo Acquisto, Samantha Richmond, Arthur Attwell, Michelle Botha, Nicholas Campbell, Nkule Mabaso, Avukile Mabombo, Paul Morrissey, Siona O'Connell, Dalin Oliver, Claire Proudfoot, Kirsten Pryce, Murray Walker, Sydelle Willow Smith

SCIENCE

Jonathan Moore, Jaisheila Rajput, Shane Woldendorp, Thobela Bixa, William Kwong Chung, Jared Davey, Gaynor Manuel, Ian Saunder

LAW

Karam Jeet Singh, Sally Mashiane, Megan-Leigh Heeger, Narcisse Kimbassa, Taku Matoushaya, Sandhya Naidoo, Stuart Thomson, Mike Wilter

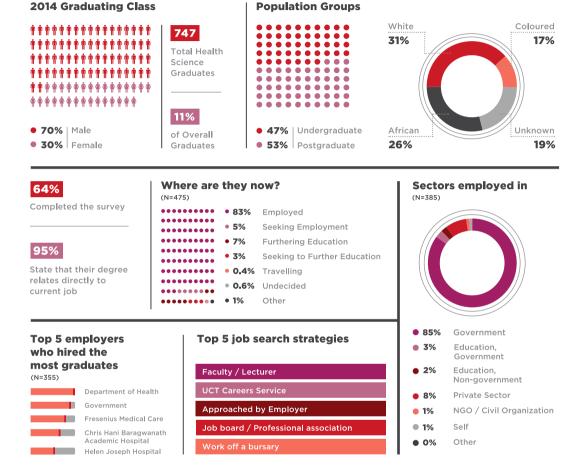
COMMERCE

Nina Li, Steve Xabanisa, Shaun Dunlop, Linzi Isaacs, Annette Muller, Sameera Ahmed, Susan Brock, Mogen Naidoo, Aldrin Boraine, Katlego Maphai, Sedwyn Anthony, Sam Paddock, Vuyani Ndlovu, Stuart Hammar

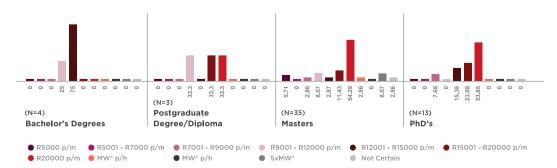
FACULTY OF HEALTH SCIENCE

GRADUATE EXIT SURVEY RESULTS





Income per degree level (N=55)



^{*} MW= Minimum Wage at hourly rate, according to the minimum wage of Retail and Whole Sale Managers from Area A, metropolitan and local municipalities provided by the Department of Labour. Highest earning minimum wage rate in South Africa for the year 2013-2014, R31.08 p/h.



MBChB (Medicine & Surgery) (UCT)

CURRENT JOB Community Service Medical Officer: Emergency Medicine (New Somerset Hospital) and Family Medicine (Retreat Community Health Centre)

in linkd.in/1ELrJHE

DAY-TO-DAY ACTIVITIES I can treat any of the following in a single day: gunshot wounds, stabbings, heart attacks, strokes, seizures, asthma attacks, acute psychosis, overdoses, tumours, motor vehicles crash victims, and obstetric emergencies and many more conditions.

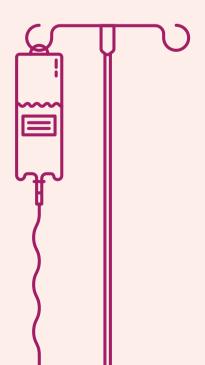
BEST & MOST CHALLENGING PARTS OF

MY JOB Challenges: A huge patient load, safety and being hugely understaffed in public hospitals. Working hours are long and sometimes I don't see my family for days. Helplessly watching someone die in front of you is something that you never overcome and breaking bad news to a family is never easy. Benefits: I am able to fulfil my passion for helping others on a daily basis, assist them in their journey of healing and change their lives forever.

INVOLVEMENT AT UCT I was a member of SHAWCO Health and headed the Masiphumelele Clinic and assisted with clinics in remote rural villages in the Eastern Cape. I was the vice-president of the UCT Surgical Society and co-founder of the International Association of Student Surgical Societies. I was very involved with multiple published research papers and was able to fly around the country to present some of these papers. I play many sports and also play the drums.

ADVICE TO CURRENT STUDENTS Medical students should get involved with societies, research and forming close bonds with their peers and teachers. Find positive role models and mentors to guide you and always remember to use every situation as an opportunity to learn.

"Use every experience as an opportunity to learn and grow. Ask questions. Challenge beliefs. Don't be afraid of working hard and always strive for excellence!"





Colleen Francis

BSc in Speech Language Pathology (UCT)

CURRENT JOB Speech Therapist with the Western Cape Education Department, employed to work at Tembaletu School for learners with physical disabilities in Gugulethu

PREVIOUS JOBS • District-Based Community Service Speech Therapist (Frances Baard Health District, Northern Cape) • Speech Therapist for a private practice in Cape Town

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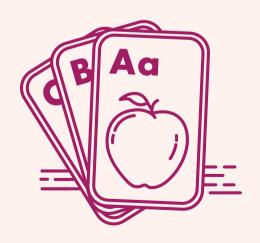
"Participate in campus life and take some time out to have fun with fellow students ... the connections we make also influence our career opportunities."

DAY-TO-DAY ACTIVITIES Individual and group children's therapy, discussions with multidisciplinary teams; resource development for use in therapy, for educators in class or for learners to use at home; feedback and case discussions with educators; staff and student training, IT support and various logistical committees in the school, including sport, special projects and finance. Also writing funding proposals and donor liaison, and ensuring sustainability of projects and running a specialized forum for colleagues and others in my district to provide in-service training.

BEST & MOST CHALLENGING PARTS OF MY

JOB Best: the people I work with, the learners I serve, the opportunity to be creative and come up with new programs and projects that really mean something. Seeing so much positive change is truly inspirational. Challenging:
Working with people with divergent personal or professional agendas and perspectives. Working in a place that is linguistically and culturally different from my own background. And lastly, changing mind-sets of how they perceive disability, funding, race, language and even age and gender.

ADVICE TO CURRENT STUDENTS Participate in campus life, make use of extra-murals and resources. Have fun with fellow students as the connections we make also influence our career opportunities and maintain the 'work/play' balance. Be patient, realistic, and truthful about what you can do, are willing to do, and what you really want to do. A career is a journey; you never ever know it all from the beginning, working your way to the top is a rite of passage, an important step in the journey.





Dr Sharief Hendricks

PhD in Exercise Science (UCT) BSc Hons in Physiology (UCT) BSc in Sport & Exercise Science cum laude (UWC)

CURRENT JOBS • NRF-UCT Innovation Post-Doctoral Research Fellow • Social Media Editor, European Journal of Sport Science

- Editorial Board Member, International Rugby Board Rugby Science Network • Regional Chair (Western Cape), SA Sports Medicine Association • Science Communication Manager, UCT Exercise Science & Sports Medicine
- Consultant for South African Rugby Union, Kenya Rugby Union, Sharks Rugby Union, Cricket South Africa, South African Rugby Players' Association and South African Cricket Players' Association
- Editor of www.RugbyScientists.com
- in linkd.in/1aaEfXC
- @Sharief_H

DAY-TO-DAY ACTIVITIES My day is divided between research, lectures, meetings with students, colleagues and organisations and administration.

BEST & MOST CHALLENGING PARTS OF MY

JOB I feel privileged that my work involves knowledge accumulation and knowledge creation. A perk is international travel, and with that the global and local impact of one's work. Most challenging is managing my time effectively to be as productive as possible.

INVOLVEMENT AT UCT 1st and 2nd team rugby at UCT. I presented (and still do) a talk on pursuing a career in science to school kids. I tutored and am currently part of the UCT Health Science Post-Doctoral Committee and UCT Health Science Transformation Committee.

ADVICE TO CURRENT STUDENTS

Your time should be engaged in activities that will provide the bricks for building your CV. This could involve volunteering or unpaid work. The key is working on projects that will benefit you later. For example, assisting on a published research project and having your name on the author list will give you a competitive edge when applying for Honours, MSc or a PhD.

"Question your knowledge and understanding, identify your prejudices and biases, and look beyond what can be seen."





Dr Phatheka Ntaba

MBChB (Medicine & Surgery) (UCT)

CURRENT JOB Medical doctor at Zithulele (rural Eastern Cape) doing community service

in linkd.in/1w60y5b

SKILLS THAT HAVE CONTRIBUTED TO MY SUCCESS My hunger to learn, empathy for people and clinical skills gained during my training.

BEST & MOST CHALLENGING PARTS OF MY JOB *Best:* I help people get well and help them live a well-informed healthy life. And as part of that I get to be part of saving their lives. I find this very fulfilling. *Challenging:* When people

"I used the Careers
Service to research about
careers in and outside of
Medicine. There was also
a point when I wanted to
do a Science degree so I
researched my options. I
consulted a careers advisor
when I felt confused about
where I was going."

don't do what you advise. It is also very painful to know that sometimes one mistake can cost someone's life. There are also times when people are difficult and some of them are dissatisfied with the system and take it out on you.

INVOLVEMENT AT UCT I was part of a society that did health promotion at local clinics and an organisation that provided primary health care to the underprivileged communities around campus. I also worked as a research assistant for two years at a human rights organisation on campus and was a mentor for grade 11 and 12 learners doing maths and science.

HOW I MADE USE OF THE CAREERS SERVICE

I used the service to research careers in and outside of medicine and I consulted a careers advisor when I felt confused about where I was going.

ADVICE TO CURRENT STUDENTS Spend time at the Careers Service - they offer so much that can help a student. They help with bursaries and provide opportunities to network with professionals in your field of interest.





Dr Vathiswa Papu-Zamxaka

Project Management Certificate (WITS)
PhD in Public Health (London South Bank
University, UK) MSc in Public Health
(University of Umeå, Sweden) BSc Hons
(Medicine) in Medical Biochemistry (UCT)
BSc in Biochemistry & Microbiology (University of Fort Hare)

CURRENT JOB Head: Project Management at Synexus Clinical Research Company

PREVIOUS JOBS • Director: Reviews & Evaluation Directorate at National Research Foundation (NRF) • Grants Director: Applied Research & Innovation Directorate at the NRF • Project Director: Microbicide Trials Network at Perinatal HIV Research Unit • Senior Scientist at the Medical Research Council (MRC) • PhD Intern at the MRC

in linkd.in/1DNeSaC

ADVICE FOR GRADUATES ENTERING THE WORLD OF WORK Be eager to learn, have an inquisitive mind and most importantly be humble, respect those who are in authority - always observe the protocol, never ever burn your bridges. It helps to keep the networks from your very first job to the present job.

"Students should not just work hard, but work smart – focus on what matters the most."

HOW I GOT MY CURRENT POSITION

I googled my present company and expressed my interest to the Managing Director. I kept in touch and when a job was advertised I applied and was successful.

DAY-TO-DAY ACTIVITIES They vary a lot. Some days are consumed by planning and strategizing for projects as well as implementing those strategies, whilst some are used for preparing for meetings.

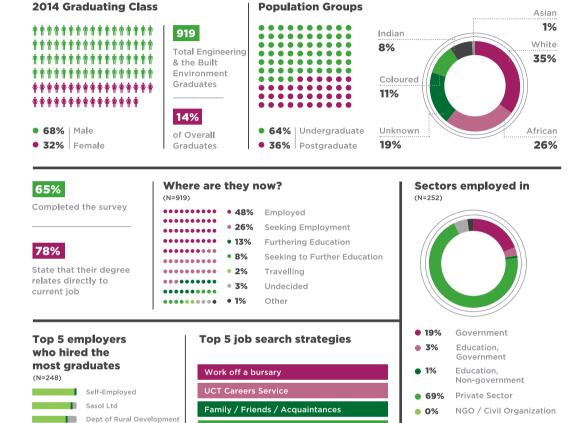
ADVICE TO CURRENT STUDENTS Don't just work hard, work smart. In Project Management, it is all about delivering on time, at a minimum cost, maximising available resources. One needs to work smart as it is not always easy to balance the three.



FACULTY OF ENGINEERING & THE BUILT ENVIRONMENT

GRADUATE EXIT SURVEY RESULTS



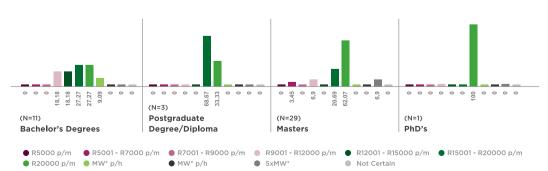


Income per degree level (N=44)

& Land Resources

Transnet

ESKOM



Part-time work, vacation work or internship

5%

Self

Other

^{*} MW= Minimum Wage at hourly rate, according to the minimum wage of Retail and Whole Sale Managers from Area A, metropolitan and local municipalities provided by the Department of Labour. Highest earning minimum wage rate in South Africa for the year 2013-2014, R31.08 p/h.



BSc in Mechanical Engineering (UCT)

CURRENT JOB Strategy Analyst a Accenture Strategy

② @Azharnekar

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HOW I MADE USE OF THE CAREERS SERVICE

I had a CV review with an advisor, who provided feedback to ensure that it was of a high standard.

HOW I OBTAINED MY CURRENT POSITION

Applying for an analyst role required an initial interview followed by panel interviews to test how well I could think on my feet. The final screening involved meeting with a managing director.

HOW MY QUALIFICATION RELATES TO MY

WORK Since management consulting requires you to think out of the box and solve problems, engineering equipped me with the tools and skills to approach these problems in an innovative way.

SKILLS THAT HAVE CONTRIBUTED TO MY

SUCCESS Having excellent people skills and being able to adapt to different situations is essential. The team you work with changes every few months as various projects begin and end, and therefore you have to be able to adjust to different team dynamics and personalities.

BEST & MOST CHALLENGING PARTS OF

MY JOB The best part is working with so many different people on a daily basis. You don't realise just how much you still have to learn until you surround yourself with highly knowledgeable people. The most challenging

aspect of my job is having to learn new skills and apply these in a short space of time.

ADVICE FOR GRADUATES ENTERING THE WORLD OF WORK Don't be scared of change. You will never know what you are capable of until you step outside your comfort zone. Challenging yourself promotes growth – if you stagnate you become irrelevant.

"Engineering equipped me with the tools and skills to approach problems in the management consultancy space in an innovative way."





MLA (Master of Landscape Architecture) (UCT) **BScLArch** (Bachelor in Landscape Architecture) (UP)

CURRENT JOB Landscape Architect at the City of Cape Town

PREVIOUS JOB Landscape Architect at the City of Tshwane



in linkd.in/1M0g93T

HOW I OBTAINED MY CURRENT POSITION

When a position opened in the Spatial Planning and Urban Design Department for the City of Cape Town, I applied. The application was successful and the next year the City awarded me a full bursary to do my Master's in Landscape Architecture part-time while still working.

BEST & MOST CHALLENGING PARTS OF MY

JOB I enjoy the diversity and complexity of the challenges and contexts that we work in as well as the variety of methods required to address

"Compete internationally by entering projects for competitions. If at all possible - travel. Lastly, build relationships across disciplines since your networks are crucial."

these challenges. The most challenging part is that individuals occasionally vandalize projects shortly after construction, leaving the rest of the community without the newly acquired asset. It is disheartening to experience.

ADVICE TO CURRENT STUDENTS Do what you are passionate about. Compete internationally by entering projects for competitions. If at all possible - travel. Spend some time in the field you are interested in thereby ensuring that your preconceived ideas of the profession are in fact what takes place in practice. Get work experience in the field of your undergraduate degree before pursuing a post graduate degree in the same field. Lastly, build relationships across disciplines since your networks are crucial.

ADVICE FOR GRADUATES ENTERING THE WORLD OF WORK Get as much experience as you can even if you have to do things for free. Don't specialise too quickly (depending on your discipline).





MArch (Professional) (UCT) BAS (Hons) (UCT) BTech in Architectural Technology (UJ)

CURRENT JOB Candidate Architect & Universal Design Consultant at Ludwig Hansen Architects & Urban Designers

www.hitenbawa.blogspot.com/

in linkd.in/1DikjMa

HOW I OBTAINED MY CURRENT POSITION

Out of over sixty five applications I attended three interviews and accepted an offer from a small practice called Ludwig Hansen Architects & Urban Designers. They were looking for someone with expertise in disability to assist them on an accessibility project since my master's research focused on inclusive & rehabilitative environment.



BCom in Economics, Risk & Investment Management (NWU) **BSc** in Chemical Engineering (UCT)

CURRENT JOBS • Process Engineer at Sasol • Co-Founder & Executive Managing Director at YAgeGen (Pty) Ltd • Ambassador at One Young World • Founding Member & Provincial Organizer at InkuluFreeHeid

to botshabela.wordpress.com

🕜 @LefuDlamini in linkd.in/1vutusF

SKILLS THAT HAVE CONTRIBUTED TO MY SUCCESS The four Ds: dedication, discipline, devotion and determination, the most important of them all.



Parikshit Bohra

BSc in Mechatronics Engineering (UCT)

CURRENT JOB Business Analyst in the field of telecommunications consulting as well as pursuing an MSc in Electrical Engineering (UCT)

in linkd.in/1BLbTii

ADVICE FOR GRADUATES ENTERING THE WORLD OF WORK • Integrity is one of the most important values for work • Communicate your ideas efficiently • Do not hesitate to work outside your job description • Experience is more important than salary when you start out.

"Look around you, many seemingly complicated problems may be solved through innovation."



Marco Geretto

MA in City Planning & Urban Design (UCT)
BArch in Architecture (UCT)
BAS in Architectural Studies (UCT)

CURRENT JOB

Urban Designer with the City of Cape Town, Spatial Planning and Urban Design Department

@Marco_on_a_bike

inkd.in/1B7MEp5

SKILLS THAT HAVE CONTRIBUTED TO MY SUCCESS Cities are incredibly complex places and it takes experience, a keen eye and an ability to really listen to people to understand the nature of the problem and then collaborate with others in developing an appropriate response.



PhD in Material Sciences (ISAE-ENSMA, France) MEng in Material Engineering (Ecole des Mines d'Albi-Carmaux, France) MEng in Design & Structural Calculation (Université Paul Sabatier (Toulouse III), France) BEng in Advanced Design Methods (Université Paul Sabatier (Toulouse III), France)

CURRENT JOB Post-doctoral Fellow in Material Engineering at Centre for Materials Engineering (UCT)

in linkd.in/1EqxJaw

ADVICE ON FURTHER STUDY While you study, you can do more internships and "test" the kind of position you would like for you career. In a sense, you widen your range of opportunities. Studying abroad also provides experience in diverse cultures and you could learn another language that you will use to make yourself more employable.



Andrew Pike

BSc (Hons) in Property Studies (UCT)

CURRENT JOB Rental Partner/Portfolio Manager for Rawson Rentals Cape Metro Classic (Rawson Property Group)

@AndrewPike86 in linkd.in/1FSiDMV

HOW MY QUALIFICATION RELATES TO MY WORK I manage a portfolio of residential properties so the Property Law, Valuation and Sectional Title courses are highly relevant.

MY WINNING SKILLS Professional attitude, attention to detail, as well as speedy and efficient service. The way to stand out from other agents is to have quality and speedy service.



Masters in City & Regional Planning (UCT) BA in Environmental & Geographical Science, and Media & Writing (UCT)

CURRENT JOB Professional City & Regional Planner, Transport for Cape Town (TCT)

PREVIOUS JOB District Spatial Planner, Department of Spatial Planning and Urban Design: City of Cape Town

🕜 @vernie1331 in linkd.in/1MOhIPw

GAINING A COMPETITIVE EDGE WHILE AT

UCT Build a good rapport with your lecturers and supervisors as they can easily become your gateway into the world of work. A good reference or recommendation will set you apart from other candidates, especially when applying for entry level positions and graduate internships.



Teddy Mudge

BSc in Mechanical Engineering (UCT)

CURRENT JOB Design Engineer at Strait Access Technologies (SAT). SAT is developing a number of medical devices for keyhole heart surgery to treat patients in the third world suffering from Rheumatic Heart Disease

👽 @teddymudge in linkd.in/18h27lr

HOW I OBTAINED MY CURRENT POSITION

I found out about this start-up through a friend, who introduced me to one of the engineers working there. I arranged a visit and was blown away. It turned out that SAT wasn't hiring so I took an unpaid internship with them. I was fortunate enough to turn this into a real job.



Vivienne Roberts

Project Management Professional (PMI) Certified Energy Manager (Association of Energy Engineers) Advanced Diploma in Management Accounting (CIMA) **BEng** in Mechanical Engineering (UCT)

CURRENT JOB Energy Consultant at Arup

PREVIOUS JOBS • Engineer, Energy & Climate Change Unit at the City of Cape Town Management Accountant at Robert Walters

💟 @viviwalsh in linkd.in/1BMLkmW

HOW I OBTAINED MY CURRENT POSITION

While working at the City. I mentioned to someone that I was looking for a new job. He then introduced me to every person he could at a single networking event, and I ended up having three interviews from just that one evening, with a job offer within a couple of months. It's hard for me to emphasise enough how important your networking opportunities can be.



Alexander Schmidt

MSc in Sustainable Urbanism (University College London (UCL), Bartlett School of Planning) cum laude MLA (Master of Landscape Architecture) (UCT) BSc in Environmental & Geographical Science and Ocean & Atmospheric Science (UCT)

CURRENT JOB Technical Project Coordinator at the Ecological Sequestration Trust, London (UK) for the development of Resilience.io

PREVIOUS JOB Landscape Architect for Boedeker partners, Riyadh (Saudi Arabia)

@AlexUrbanism



in linkd.in/1w6eagK

ABOUT APPROACHING YOUR OWN CAREER **DEVELOPMENT JOURNEYS** Career development starts with selecting a degree, if you don't know what you want try a few things out in the beginning but keep your marks up so you can change around with ease. Do something that interests you and if you also want to be employed then do thorough job market research.



MLA (Master of Landscape Architecture) (UCT) BAS (Bachelor of Architectural Studies) (UCT)

CURRENT JOB Facility Planner for the Sports & Recreation Department, City of Cape Town

PREVIOUS JOB Landscape Architect for the Urban Design Branch, City of Cape Town

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"It is important to realize that even though your degree is the backbone of your education, you still have much to learn in the working environment."

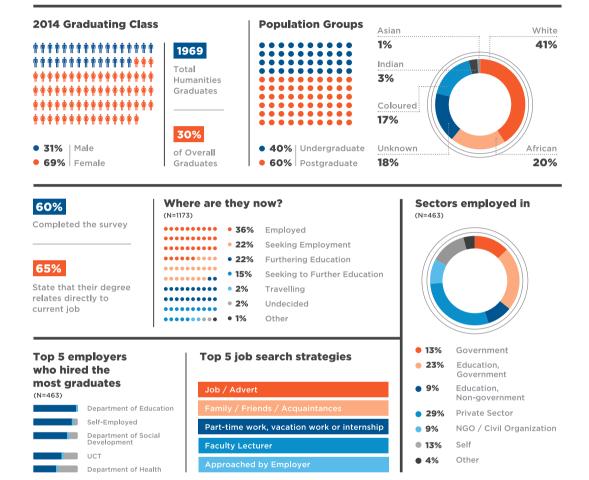
HOW I OBTAINED MY CURRENT POSITION

While at the Urban Design Branch (City of Cape Town), designing and managing consultants who create public spaces for Cape Town, I received an opportunity to develop two sports facilities: a skate park in Gardens and a family recreational centre in Bishop Lavis. Working on these projects I realised I had an interest in sports design and applied for a facility planner position in the Sports & Recreation Department for the City of Cape Town.

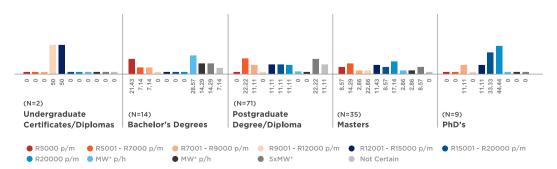
FACULTY OF HUMANITIES

GRADUATE EXIT SURVEY RESULTS





Income per degree level (N=71)



^{*} MW= Minimum Wage at hourly rate, according to the minimum wage of Retail and Whole Sale Managers from Area A, metropolitan and local municipalities provided by the Department of Labour. Highest earning minimum wage rate in South Africa for the year 2013-2014, R31.08 p/h.



BA in Sociology & Law (UCT)

CURRENT JOBS • Development Producer:
Okuhle Media • Radio Host: Sunday Lunch with
Danilo on Good Hope FM (Sundays 12-3pm)
• Digital Video Consultant: Various • Board
Member - Communications: Life Choices

PREVIOUS JOBS • Live TV Presenter and Producer on Hectic Nine-9 (weekly youth SABC2 show) • Owner & Co-Creater of 6B Magazine • Managing Director & Owner of 6B Media Pty Ltd. • Manager to South African artist, Warrick Ryan • Sales Director: Arikum Industries

@danilo_acquisto

f www.facebook.com/danilo.acquisto

HOW I OBTAINED MY CURRENT POSITION

I became a presenter after auditioning, and trained as a studio producer after my second year and Good Hope FM approached me after seeing me on TV. Since I left Hectic Nine-9 I was asked to develop concepts for Okuhle Media and assist with sales and digital media.

BEST & MOST CHALLENGING PARTS OF

MY JOB Best: Being a kid again; meeting some of the most influential people in South Africa; every day is fresh and exciting, and constantly changes. Challenges: Finding time to keep current on issues affecting the youth, keeping your style and career current; and having diverse interests to keep in line with the show's content. Our directors are in our ears constantly, so while we are busy delivering lines they are telling us what's next.

"Set your sights on something massive and take small steps to realise those dreams."

INVOLVEMENT AT UCT I joined UCT Radio, Wine SOC (obviously!) and the Debating Society. I think it's important to get involved in socio-cultural activities at varsity.

ADVICE FOR GRADUATES ENTERING THE WORLD OF WORK There are times when you feel under-qualified, untalented, and unsuccessful. In those times motivate yourself to get back on track to push towards your goal. Trust your dreams. If you want to be the next Ryan Seacrest or Oprah, don't laugh it off. Set your sights on something massive and take the small steps to realise those dreams.





Samantha Richmond

MSocSc in Democratic Governance (UCT)
BSocSc (Hons) in Democratic Governance
(UCT) BSocSc in Psychology & Organisational
Psychology (UCT)

CURRENT JOB Operations & Programme Manager at the Afrobarometer Capacity Building Programme, Democracy in Africa Research Unit, Centre for Social Science Research, UCT

PREVIOUS JOBS • Project Manager: DARU, CSSR, (UCT) • Researcher: Southern African Catholic Bishops' Conference, Parliamentary Liaison Office, Cape Town • Various research, research assistant, teaching assistant and tutor posts at UCT

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HOW I GOT MY JOB Afrobarometer is an African-led, non-partisan research network that conducts public attitude surveys on democracy, governance, economic conditions, and related issues across more than 30 countries in Africa. I made use of the Afrobarometer data as part of my Masters dissertation.

SKILLS I USE IN MY JOB Knowledge of quantitative research methodology/data analysis, project, budget and people management, ability to work independently and in a multi-national environment, interpersonal and communication skills, writing and presentation skills.

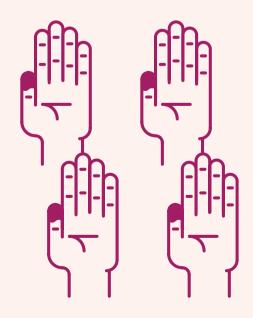
COPING WITH A DISABILITY ON CAMPUS

As a partially sighted student I found that managing one's disability is an ongoing process. At some points in our lives we are okay at it and at other points we are not.

"As a partially sighted student I found that managing one's disability is an ongoing process."

APPLYING FOR JOBS WITH A DISABILITY

The job market is tough for everyone, so with a disability, you will have to work significantly harder than others to show your ability and worth. That said, never feel ashamed to communicate your needs to your employer - you need to be accommodated accordingly in order to function optimally. Disability friendly employers are willing and able to have an open and honest conversation with you about your disability and what it will mean for you and them in the workplace.





Arthur

MA in Creative Writing (UCT) BA (Hons) in English (UCT) BA in Latin & English (UCT)

CURRENT JOBS • Publishing entrepreneur • CEO of Paperight • Director of Electric Book Works • Co-Founder of Bettercare

Shuttleworth Foundation Fellow

@arthurattwell in linkd.in/18h5dfK

ADVICE TO CURRENT STUDENTS I'VE employed plenty of graduates: those who think the world owes them something don't last long. Those that recognise that they have a great opportunity rise quickly and steadily.



Michelle

MSocSc in Gender Studies (UCT) BSocSc (Hons) in Gender & Transformation (UCT) BA in English, History & Gender Studies (UCT)

CURRENT JOB Funding Developer & PRO at The Cape Town Society for the Blind

SUCCESSFUL COPING WITH DISABILITY ON CAMPUS As soon as I was honest with myself about what I couldn't do and accepted the help I was offered I coped a lot better. The Disability Service at UCT is brilliant so use them.

"You can be or do anything you like, as long as you're willing to be the best at it. That means not learning the right facts, but learning how to learn."



Nicholas Campbell

BA in Theatre & Performance (UCT)

CURRENT JOB Actor in a play called "Between" by fellow alumnus Oskar Brown

PREVIOUS JOBS • Production Assistant for Tone Media (NYC) • model for Boss Models

@Nicki_Doug

ADVICE TO CURRENT STUDENTS Network with integrity and build lasting friendships. You are bound to be afraid at times, but be brave and understand that overcoming fear is a key to fulfilment.



Nkule

MAS Master of Advanced Studies in Curating (Zürcher Hochschule der Künst, ZHdK, Switzerland) BA in Fine Art (Michaelis School of Fine Art. UCT)

CURRENT JOB Michaelis Gallery Curator (UCT)

@nkulemabaso in linkd.in/1MOkCUk

www.nkulemabaso.com

ADVICE FOR STUDENTS WANTING TO STUDY **ABROAD** Research your options because the last thing you would want to do is end up in a programme that doesn't fit your needs.



Avukile labombo

Brand Leadership Honours (Vega Brand Communication School) BA in Film, Media & Visual Studies, Film Production (UCT)

CURRENT JOBS Marketing Manager for Reserve Brands at Brandhouse

PREVIOUS JOBS • Brand Manager, Amstel and Heineken, Brandhouse • Brand Manager, Hennessy, RGBC • Account Manager, Ogilvy Cape Town

🔽 @Avukile 🛭 in linkd.in/1DK4gxe

ADVICE TO CURRENT STUDENTS Things may not always work out according to plan. Don't get despondent if you don't walk into your dream job. Career development is not linear and sometimes you have to go sideways to move forward.



PhD in African Studies (UCT) MPhil in African Studies (UCT) BA in Fine Arts (Michaelis School of Fine Art)

CURRENT JOBS Lecturer at the Michaelis School of Fine Art (UCT)

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GETTING A COMPETITIVE EDGE WHILE AT

UCT Get your hands dirty by stretching your capabilities; learn to trade; get involved in projects and activities beyond your coursework that will allow you to build a formidable CV.



BMus (Hons) in Composition, Arrangement & Orchestration (UCT) BMus in Jazz Composition, Arrangement & Singing (UCT)

CURRENT JOB Singer-Songwriter, Composer, Arranger & Orchestrator

@PaulWMorrissey

in linkd.in/1Kk4XtG

GETTING A COMPETITIVE EDGE WHILE AT UCT

In an industry where a degree doesn't necessarily give you an advantage you should use your time to get better at what you already do. If you haven't found out what that is vet, use the time to find out. Networking also plays a large part in the music industry.



PGCE (UCT) BA (Hons) in History (UCT) **BSocSc** in Politics & History (UCT)

CURRENT JOBS • Comedian • MC • Good Hope FM Sports Presenter

PREVIOUS JOB Qualified Maths and History teacher, who taught EMS and Life Orientation at Wynberg Boys' High School

😭 www.dalinoliver.com 💟 @DalinOliver

HOW MY QUALIFICATIONS RELATE TO MY

WORK The common factor would be that I work with people on a daily basis and need to be well read on various topics, past and present. My studies inspire a number of the jokes I tell on stage.



Claire **Proudfoot**

BA in History and English (UCT)

CURRENT JOB Freelance Producer & Director for UK, Africa and Asia, currently based in London

🕥 @clay bradford (in linkd.in/1vuvy4a

HOW MY QUALIFICATION RELATES TO MY

WORK I learnt critical thinking, empathy and how to analyse and apply ideas to a variety of situations. It gave me the skills to understand multiple points of view, to learn about a huge variety of topics quickly, to debate and argue points logically, and how to tell stories.

HOW I OBTAINED MY CURRENT POSITION

I started working as a freelance researcher and writer. One of my clients was a TV production company and they offered me a full time job. From there I worked my way up to producer/director level.



BA in Film & Media Production (UCT)

CURRENT JOBS • Editor at www.whatson.co.za Music photography at major concerts in South Africa, including U2, Linkin Park, Coldplay and RHCP

PREVIOUS JOBS • Correspondent at SPIN Earth • Editor at Rock Out Radio

amurrayjwalker (in) linkd.in/1D28Hh1

HOW I OBTAINED MY CURRENT POSITION

I joined whatson.co.za as its second employee. Three months later the editor left and I stepped up. It was mostly luck and timing. However, I wouldn't have that job if I hadn't initially interned. That was crucial.



Kirsten **Prvce**

BA in Film & Media Production (UCT)

CURRENT JOB Records Officer at the Office of the Deputy Registrar (UCT) while doing a PGDip in Library & Information Science (UCT)

PREVIOUS JOB Graduation Assistant and Records Assistant in the UCT Student Records Office

HOW TO RISE ABOVE LABELS Feel comfortable in your skin and be proud of who you are and what vou've achieved. I have embraced my disability but don't allow it to limit me.

"Don't box yourself in. Where you think you want to go career wise, may not be where you end up and that's ok."



Sydelle illow Smith

BA (Hons) in Social Anthropology (UCT) **BA** in Film Studies & Social Anthropology (UCT) **Documentary Photography** (The Market Photo Workshop)

CURRENT JOBS Documentary Photographer and Head of Research for Sunshine Cinema, a solar powered mobile cinema while completing an MSc in African Studies at Oxford

@sydellewillow

in linkd.in/1BbvDKz

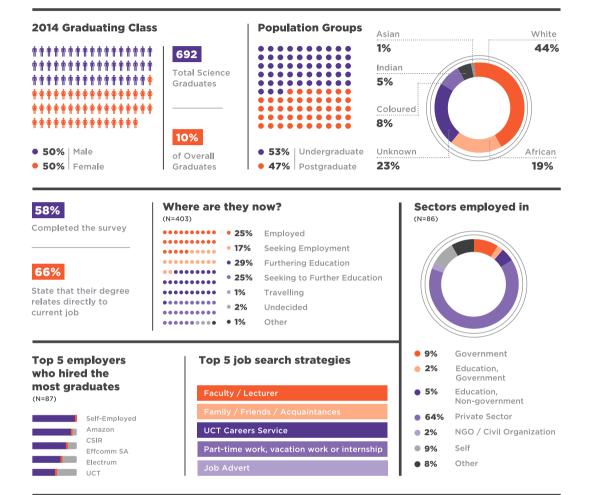
GETTING A COMPETITIVE EDGE WHILE AT

UCT If you are doing a course that interests you, immerse yourself, don't waste precious time.

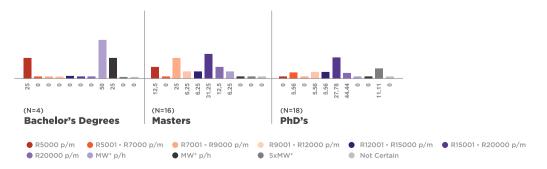
FACULTY OF SCIENCE

GRADUATE EXIT SURVEY RESULTS





Income per degree level (N=38)



^{*} MW= Minimum Wage at hourly rate, according to the minimum wage of Retail and Whole Sale Managers from Area A, metropolitan and local municipalities provided by the Department of Labour. Highest earning minimum wage rate in South Africa for the year 2013-2014, R31.08 p/h.



Jonathan Moore

BSc (Hons) in Applied Mathematics (First Class) (UCT) BSc in Mathematics & Applied Mathematics (Distinction) (UCT)

CURRENT JOB Project Team Manager at j5 International (Pty) Ltd.



in linkd.in/1FRV4Rw

HOW I OBTAINED MY CURRENT POSITION

I applied as a Junior Software Developer at j5 International in my Honours year. I was exposed to some software development in my studies and the foundational knowledge of logic and mathematics in my degree made software development a good fit.

HOW MY QUALIFICATIONS RELATE TO MY WORK I was taught how to approach a complex problem from different angles and break it into manageable pieces, helping with solution design and debugging. Interpersonal skills are just as important: clear communication, integrity, showing an interest in the company and offering to help above and beyond what is expected always makes a good impression.

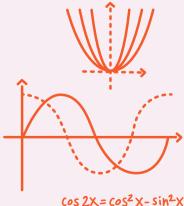
BEST & MOST CHALLENGING PARTS OF

MY JOB Dealing with people is difficult and rewarding. I get to interact with a dynamic and creative team and a culturally diverse client base from Japan to the USA. Meeting deadlines and navigating difficult coding challenges with cutting edge technology is fast paced and exhilarating.

"Work hard. If you bomb out in first year, make sure you turn things around in later years."

ABOUT APPROACHING YOUR OWN CAREER **DEVELOPMENT JOURNEYS** If I'd known I wanted to be a software developer I would have studied computer science! You may not be studying something that has an obvious next step in terms of career development, but the skills you are learning at a tertiary level are invaluable. Apply yourself and choose your courses to improve yourself, not just to get an easy pass.

ADVICE TO CURRENT STUDENTS Work hard. If you bomb out in first year, make sure you turn things around in later years. Your studies are more than just grades. Employers in my field are interested in all-rounders that are intelligent and good with people; highly skilled technical people with good judgment; good communication skills and an open personality are a catch for any employer. Apply yourself and choose your courses to improve yourself - don't give yourself an easy pass.





Jaisheila Rajput

PhD in Chemistry (UCT)
MSc in Chemistry (UPE)
BSc (Hons) in Chemistry (UCT)

CURRENT JOB Founder & CEO at Tomorrow Matters Now | TOMA-Now

PREVIOUS JOBS Global Strategy Dispersions & Pigments at BASF • Senior Manager Strategic Development Asia Pacific at BASF East Asia Regional HQ Ltd. • QEHS Manager South Africa & Sub-Saharan Africa at BASF

- Quality Manager at the Engelhard Corporation
- Chemist at the Engelhard Corporation
- @JaisheilaRajput
- in linkd.in/17WbZGT

"My PhD introduced discipline and structure early on in my career that later paid off."

HOW I OBTAINED MY CURRENT POSITION

While living in Hong Kong, working on business models/innovations focused on sustainable solutions for developed and emerging markets, I felt the need to return to South Africa. I saw the potential for implementing a number of these solutions locally, fostering a more responsible way of doing business. This passion resulted in me forming TOMA-Now, an independent management consultancy with a specific focus on creating sustainable solutions.

HOW MY QUALIFICATIONS & SKILLS RELATE

TO MY WORK I learnt that my degree does not have to be applied directly (as a technical expert or technical problem solver) but also indirectly, as a strategic thinker. I started out with the direct application of my skills but this gradually broadened. My PhD introduced discipline and structure early on in my career – skills that later paid off.

HOW I MADE USE OF THE CAREERS

SERVICE After my first year, I changed from a biology-focused to a chemistry-focused major. The Careers Service provided information on career options with my majors as well as advice on internships to prepare me for what future jobs would look like.

ADVICE FOR GRADUATES ENTERING THE WORLD OF WORK Don't be overly concerned about climbing the corporate ladder. Sometimes lateral moves help give you the progression and exposure you need.





Shane Woldendorp

Certified Financial Planner®

(Financial Planning Institute of Southern Africa) **Postgraduate Diploma in Financial Planning** (University of the Free State) **BCom** (Hons) in Financial Analysis & Portfolio Management (UCT) **BSc** in Environmental & Geographical Sciences and Economics (UCT)

CURRENT JOB Client Relationship Manager (Private Clients) and Client Service Specialist (secondment) at Allan Gray & Orbis (Sydney, Australia)

PREVIOUS JOBS • Client Relationship Manager (Private Clients) at Allan Gray South Africa • Client Service Consultant at Allan Gray South Africa

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HOW I OBTAINED MY CURRENT POSITION

I joined Allan Gray South Africa in June 2010 and moved into the Private Client's team in July 2012. In August 2014, I was sent on a two year secondment to Allan Gray & Orbis Australia. My qualifications have provided me with the technical and background knowledge required for my dealings with clients. They have also enabled me to approach and solve problems in an integrated manner.

ADVICE TO CURRENT STUDENTS Get involved: to ensure a well-rounded experience. Networking is important: you never know who might be your future colleague, business partner or the source of a job opportunity. Be open-minded: I started out studying EGS and now work in finance and investment. Speak to people about their jobs: this way you eliminate what you don't want to do.

ADVICE FOR GRADUATES ENTERING THE WORLD OF WORK Always question the *status quo!* Don't be fixated on glamorous
job titles and make sure that you are always
learning and growing.

"Always question the status quo! Don't be fixated on glamorous job titles and make sure that you are always learning and growing"





Thobela Bixa

MSc in Chemistry (Distinction) (UCT)
BSc (Hons) in Chemistry (UCT)
BSc in Chemistry (UCT)

CURRENT JOB Co-Founder and Director at Intupha Foods

f www.facebook.com/IntuphaFoods

in linkd.in/1Adneob

"Don't be afraid to change or expand on the initial idea you had about yourself."

ADVICE TO CURRENT STUDENTS Career development is a fluid process. Don't be afraid to change or expand on the initial idea you had about yourself. I completed an MSc in Chemistry but didn't start first year wanting to be a chemist and I may never practice as one. For me a degree is a means to an end and not an end in itself. What end? I don't know yet. And that is fine.



William Kwong Chung

MSc (Med) in Clinical Sciences & Immunology (UCT) BSc (Hons) in Infectious Disease & Immunology (UCT) BSc in Biochemistry & Microbiology (UCT)

CURRENT JOB PhD candidate at the University of Bern (Switzerland)

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"You need to be able to adapt to change."



KEY LESSONS ON BEING SUCCESSFUL WHEN LIVING & WORKING ABROAD You need to be able to adapt to change and be able to integrate into a new culture as a key

able to integrate into a new culture as a key to help you settle into your new environment. Network with different people and not only those in your field of work. You will need them to succeed.

ADVICE TO STUDENTS WANTING TO PURSUE STUDIES ABROAD Carefully consider your different options and do in-depth investigation on the university or research institution you are interested in. Employers value international study or work experience.



Jared Davey

MPhil in Environmental Management (UCT)
BSc (Hons) in Geography, Environmental Management & Energy Technology (UJ)
BSc in Environmental Management (UJ)

CURRENT JOB Business Analyst (BA) for Spatial Dimension

PREVIOUS JOBS • Environmental Consultant at World Carbon Exchange (WCX) • Researcher for the Council for Scientific & Industrial Research (CSIR) • Environmental Consultant for OrganiCarbon Sustainable Development

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ADVICE TO CURRENT STUDENTS Don't think that just because you studied a certain degree that you have to spend the rest of your career in that position or field. Seek wisdom and counsel. Have the mind-set that learning is ongoing, to enable you to grow in your career.



Gaynor Manuel

MSc in Chemistry (UCT)
BSc (Hons) in Chemistry (UCT)

CURRENT JOB Chemist at Permoseal

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SKILLS THAT HAVE CONTRIBUTED TO MY SUCCESS • Independence: allows me to manage my own projects • Logical thought processes: essential for problem solving and research • Good communication skills: to interact with a variety of people I encounter daily • Systematic thinking: to convey scientific information in a logical and concise manner for academic and non-academic audiences.

"Independance allows me to manage my own projects."



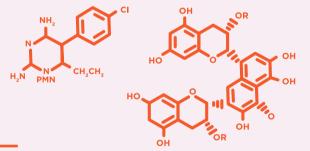
lan Saunder

MSc in Computer Science (UCT)
BSc (Hons) in Computer Science (First Class)
(UCT) BSc in Computer Science (UCT)

CURRENT JOB Head of Development at Open Box Software

PREVIOUS JOB Business Intelligence Specialist at Open Box Software

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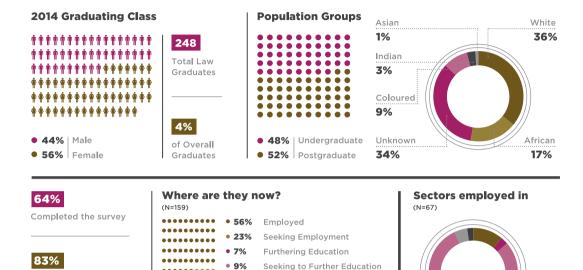


ADVICE TO CURRENT STUDENTS Don't wait until you graduate to start thinking about your career. Make connections with companies in the field in which you want to work by applying for internships and showing interest. UCT Careers Service and organisations like #breaktherules have profoundly changed how companies and students in computer science are introduced to one another and interact.

FACULTY OF LAW

GRADUATE EXIT SURVEY RESULTS





Travelling

Undecided

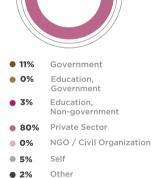
Other



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• 2%

• 1%



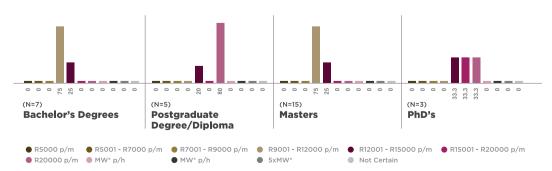
Income per degree level (N=27)

Webber Wentzel

State that their degree

relates directly to

current job



^{*} MW= Minimum Wage at hourly rate, according to the minimum wage of Retail and Whole Sale Managers from Area A, metropolitan and local municipalities provided by the Department of Labour. Highest earning minimum wage rate in South Africa for the year 2013-2014, R31.08 p/h.



LLM in Constitutional & Administrative Law (University of Pretoria) LLB (UCT) JD (Georgetown University, Washington DC) BA Hons in Modern Culture & Media and History (Brown University, Providence)

CURRENT JOB Provincial Manager, Western Cape at the South African Human Rights Commission (SAHRC)

PREVIOUS JOBS • Head of Research at SAHRC Research Manager, Special Investigating Unit (Pretoria) • Project Coordinator, Law, Race & Gender Research Unit (UCT) • National Coordinator for Education & Training, Lawyers for Human Rights (Pretoria) • Corporate Associate, White & Case LLP (New York) • Legislative Aid, ANC Parliamentary Study Group on Justice (Cape Town) • Policy Coordinator, Fisheries Development Unit (Cape Town)





BEST & MOST CHALLENGING PARTS OF MY

JOB *Best:* Engaging with external stakeholders and understanding their issues and concerns. Most challenging: Ensuring that we do our work without fear, favour or prejudice and in such a way that challenges government and other duty-bearers to do their utmost to ensure delivery on basic rights. Keeping various internal stakeholders happy and ensuring that we address the broad mandate of the Commission.

INVOLVEMENT AT UCT I was the founder and Festival Director of the Tri Continental Human Rights Film Festival (TCFF), hosting the screenings of human rights film documentaries.

ADVICE TO CURRENT STUDENTS There is no one route to success and it is a mistake to look for short-cuts. Always act with integrity and be prepared to take a few knocks along the way. Don't be on anyone else's timeline but your own. Try to develop a discipline of professionalism and responsibility towards your work.





"There is no one route to success and it is a mistake to look for shortcuts."





Postgraduate Certificate in Competition Law (University of Pretoria) LLB (UCT) BSocSc in Philosophy & Psychology (UCT)

CURRENT JOB Legal Advisor in the Operations, Group Legal Department at Aspen Pharmacare Holdings Ltd.

PREVIOUS JOBS • Associate, Corporate & Commercial Law Department, Shepstone & Wylie Attorneys • Legal Analyst/Investigator in the Enforcement & Exemptions Division and at Cartels Division at the Competition Commission of South Africa

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BEST & MOST CHALLENGING PARTS OF MY

JOB Our clients are involved in various sectors in the economy. So there is always something new to learn in solving problems for our clients. Finding solutions that best protect our clients and sometimes having to explain to a client why certain things cannot be done can be challenging.

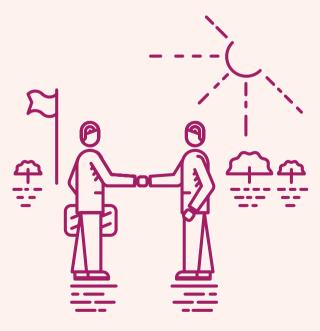
INVOLVEMENT AT UCT Mentor (UCT)
Law Faculty & Baxter Hall Residence);
Entertainment Sub-Committee (Baxter Hall
Residence). Black Law Student Forum; Seventh
Day Adventist Student Movement; Student
Welfare Health & Bible Society; Investsoc;
Anglican Society; and Habitat for Humanity.

ADVICE TO CURRENT STUDENTS Participate in extra-curricular activities; a well-rounded student makes a good impression. Work very hard and get the best marks that you can. Your first introduction to your potential employer is often your transcript and that is what may initially set you apart from the rest. Find your passion and be willing to explore

less obvious career paths. Not everyone is suited for an office job.

ADVICE FOR GRADUATES ENTERING THE WORLD OF WORK There is often a big gap between theoretical knowledge and what happens in practice. Take every opportunity to learn from your seniors, they have a wealth of knowledge that they have acquired through experience and it cannot be obtained from textbooks

"Work very hard and get the best marks that you can. Your first introduction to a potential employer is often your transcript."





Megan-Leigh Heeger

MPhil in Labour Law (UCT) BSocSc (Hons) in Organizational Psychology (UCT) BSocSc in Organisation Psychology & Politics (UCT)

CURRENT JOB OT&D Projects Specialist at General Electric (GE), first 12 month assignment of a 3 year rotational program called the Human Resources Development Program (HRDP)

PREVIOUS JOBS • HR & Legal + Compliance ECDP (Early Career Development Program) at GE • Human Capital Specialist at TalentSmith

in linkd.in/1Alb0Wm

ABOUT APPROACHING YOUR CAREER DEVELOPMENT JOURNEY Be humble: You cannot start as the CEO so take internship roles and prove that you are worthy. Don't be in a hurry to climb the ladder; it is important to develop the right skills to be able to perform with confidence.

"Don't be in a hurry to climb the ladder."





LLM in International Public Law (UCT)

CURRENT JOB Legal Officer and co-founder at Western Cape Albinism and Hypo-Pigment Foundation (WCAHF)

HOW I LANDED MY JOB The Board appreciated my CV and appointed me to conduct seminars on disability, awareness of albinism at universities, schools, and communities.

ADVICE TO CURRENT STUDENTS Cultivate a dream to frame your life and from there harness your will and maximise the time to achieve it. I had a dream to teach at university and advocate for the rights of marginalised people. My determination and passion enabled me to realise that goal.

HOW MY QUALIFICATION RELATES TO MY

WORK My major courses were Disputes & Use of Force, International Human Rights, International Economic Law and International Public Law. Having a strong knowledge of human rights does help me to educate and advocate for persons with disabilities.



atoushaya

LLB (UCT) BA in Politics and Law (UCT)

CURRENT JOB Manager, International Tax, at KPMG, while pursuing a Masters in Accounting (Taxation) at WITS

@TakuLeon in linkd.in/1EOAYEc

HOW I LANDED MY JOB KPMG showcased their Tax Academy at a UCT Careers Expo and upon completing my LLB I applied to join their graduate programme.

ADVICE TO CURRENT STUDENTS In addition to the time dedicated to completing your degree, a great deal of time should be invested in developing the soft skills (non-technical qualities) that employers like to see in their ideal job candidates. The best candidates are always the well-rounded candidates.

"A great deal of time should be invested in developing the non-technical qualities."



LLB in Law (UCT) BBusSc in Finance & Law (UCT)

CURRENT JOB Associate in the Corporate Competition Department at Bowman Gilfillan Inc.

@SandhyaNaidoo

in bit.ly/17WdQve

DAY TO DAY ACTIVITIES We have the opportunity to rotate to a different department every 6 months within the two years of arti-



cles exposing us to various areas that require different support from candidate attorneys. During my Competition rotation, I assisted with merger filings for international and domestic firms with the Competition Commission of South Africa. This often required research into relevant markets to assess the competitive effect of the merger. I also assisted with competition litigation including tasks like noting witness statements for a global cartel as well as the more mundane things like discovery in preparation for a trial. I was fortunate to be involved in the KPMG/ Netcare matter which involved an alleged conflict of interest. This matter was a prime example of the broad spectrum of work a candidate attorney covers.



Stuart homson

LLB in Banking, Finance, Corporate & Security Law (UCT) **BCom** in Philosophy, Politics & Economics (UCT)

CURRENT JOB Manager at True North Partners IIР

PREVIOUS JOB Associate Attorney at Edward Nathan Sonnenbergs



in bit.ly/1DYPfBI

"Work experience is the single biggest competitive edge you can have."



LLB (UCT)

CURRENT JOB State Law Advisor, Legal Compliance Unit, Western Cape Government

PREVIOUS JOBS • Education Law Specialist, Pinnock Consulting • Head of the Western Cape Education Ministry, Western Cape Government Senior Associate, Bowman Gilfillan Attorneys



HOW I OBTAINED MY CURRENT POSITION

I wasn't actually looking to move from the law firm I was at, but was approached by a couple of young expats who were doing management consultancy for the Big Four banks in SA. I immediately took an interest in the line of work as well as their business operating model and they made me an offer to join. Since then, the five-man consultancy has grown to twenty two and merged with another small consultancy operating from Germany.

HOW MY QUALIFICATIONS RELATE TO

MY WORK Given where I've ended up, my undergrad is actually more useful than my post graduate. The legal degree certainly gives me the edge when it comes to anything regulatory (and there is a lot of that in the financial services). but the nuts and bolts of finance make up a bigger foundation for the bread-and-butter sort of work.



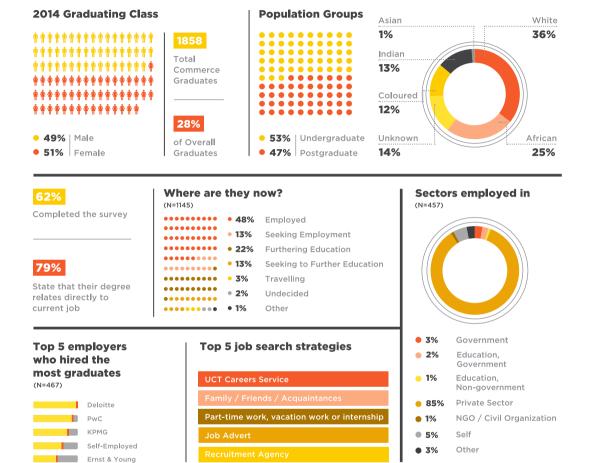
ADVICE TO CURRENT STUDENTS Seek out and create opportunities to do as much vacation work as is possible during your studies. These opportunities will help shape the type of career you decide to pursue and build.

"Seek out and create opportunities to do as much vacation work as is possible during your studies."

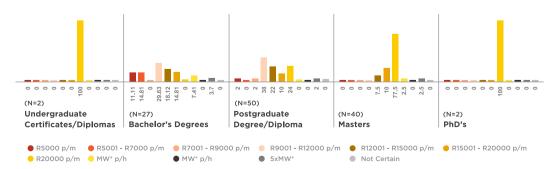
FACULTY OF COMMERCE

GRADUATE EXIT SURVEY RESULTS





Income per degree level (N=121)



^{*} MW= Minimum Wage at hourly rate, according to the minimum wage of Retail and Whole Sale Managers from Area A, metropolitan and local municipalities provided by the Department of Labour. Highest earning minimum wage rate in South Africa for the year 2013-2014, R31.08 p/h.



BBusSc in Actuarial Science: Quantitative Finance (UCT)

CURRENT JOB Manager, Partnership Operations at Marvel Entertainment (New York, USA)

PREVIOUS JOB Business Analyst at Little MissMatched (New York, USA)

inkd.in/1Dxh0S9

HOW I OBTAINED MY CURRENT POSITION

I applied online and went through two interviews. I accepted another offer as I did not hear back from Marvel. A year later, they emailed me asking if I was still interested.

HOW MY QUALIFICATION RELATES TO MY WORK My work and degree seem unrelated, but many skills are transferable and valuable in any organization. My degree taught me to think laterally and provided me with the analytical skills. My financial knowledge helps me to understand the business.

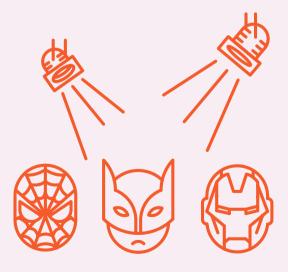
BEST & MOST CHALLENGING PARTS OF

MY JOB We have an overwhelming sense of accomplishment when a film is released and we see the fruit of our hard work. The movie premieres are always exciting. It is a fastpaced environment and we often have to shift priorities in order to meet changing deadlines; however, this is also what keeps my work interesting.

KEY LESSONS ON BEING SUCCESSFUL WHEN LIVING & WORKING ABROAD There are many cultural differences between countries, so research what companies in specific countries are looking for. I spent months applying to positions with no response, until being told that companies in the US prefer a one page CV!

ADVICE TO CURRENT STUDENTS Learn about the business as a whole and what other employees do. Everyone at work is successful for their own reasons. Learn from them. Be willing to take on more responsibility, and take ownership if you make mistakes. Welcome change and it will bring experience. Proactivity is key!

"Proactivity is definitely key."





BBusSc in Marketing (UCT)

CURRENT JOB Consultant at Deloitte Consulting SA (Strategy & Innovation – Consumer Services)

PREVIOUS JOB Management Trainee at British American Tobacco SA

@Stevexabanisa

in linkd.in/1McAb5c

HOW I OBTAINED MY CURRENT POSITION

I was referred by someone in the organisation who felt that Deloitte Consulting would be a good fit for me.

BEST & MOST CHALLENGING PARTS OF MY

JOB One spends limited time at home, as management consultants are constantly on the move, so there is little time for routine. Ironically, this challenge has turned out to be the best part of my job. I am never bored as I am constantly tackling something different.

INVOLVEMENT AT UCT I was an active member of a conflict resolution program called Face to Face, which equips young leaders with skills to navigate conflict.

"Your journey is not set in stone. I am still figuring mine out."

HOW MY QUALIFICATION RELATES TO MY WORK Directly and indirectly. Management consulting can be a broad career and I have found myself dealing with an array of client problems.

SKILLS THAT HAVE CONTRIBUTED TO MY SUCCESS The ability to think critically, work quickly, produce quality output, and work in teams.

ADVICE TO CURRENT STUDENTS Do not do every extracurricular activity for the sake of it. Find something that you really like outside of your academics. Your journey is not set in stone. I am still figuring mine out.

ADVICE FOR GRADUATES ENTERING THE WORLD OF WORK At first the world of work may be challenging. Practicing resilience is important during this time. However, stay true to yourself as you may realise what you thought is the correct career path may change.





BBusSc in Finance & Accounting cum laude (UCT)

CURRENT JOB Investment Banking Analyst, in the TMT & Industrials Advisory Group, at Goldman, Sachs & Co., London

PREVIOUS JOBS • Fixed Income Sales Analyst. in the Securities, Sales & Trading Division, Goldman, Sachs & Co., London (UK) • Winter Research Analyst, African Alliance Securities, Johannesburg





@shaundunlop (in linkd.in/19nDZUR

SKILLS THAT HAVE CONTRIBUTED TO MY SUCCESS To identify what you don't know. This makes you more aware of when you are able to contribute to a discussion and when you should refrain to educate yourself first.



BBusSc in Finance & Marketing (UCT)

CURRENT JOB CEO & Founder of DOTNXT

PREVIOUS JOBS • Digital Business Manager, Naspers • Lead Innovator, MiWorld



@nettyml



in linkd.in/1DXZ2Jd

ADVICE FOR GRADUATES ENTERING THE WORLD OF WORK The old age "pick one thing and stick to it" no longer rings true. Find your unique ability; go for where you feel inspired. Do the ground work. Every day is a step towards your future, own it.



Linzi Isaacs

BCom (Hons) in Industrial & Organisational Psychology (UNISA) BSocSc in Industrial Organisational & Labour Studies, Human Resources (UCT)

CURRENT JOB HR Officer at Allan Gray Orbis Foundation

PREVIOUS JOBS • Head: Operations, Ngubane & Co. • Human Resources Consultant, Ngubane & Co. • Personnel Practitioner, Western Cape Education



in linkd.in/1FSel5p

DAY-TO-DAY ACTIVITIES My job is administratively intense. Although I work with people, there is a lot more that needs to happen behind the scenes to ensure compliance within legal frameworks.



Sameera

BBusSc (Hons) in Finance (UCT)

CURRENT JOB Key Account Consultant at Allan Gray

HOW I OBTAINED MY CURRENT POSITION

I applied to the Allan Gray Graduate Recruitment Programme, and worked my way towards my current position. Started as a consultant in Operations, I then progressed to a team leader, and finally to my current role.

"Always do more than what's required in your core role."



Susan Brock

BBusSc (Hons) in Information Systems (UCT)

CURRENT JOB Senior Business Analyst at Open Box Software

PREVIOUS JOB Business Consultant at BSG (Africa)

GETTING A COMPETITIVE EDGE WHILE AT

UCT Keep an open mind about analysis and development methodologies. If you want to become an analyst - hone your writing and communication skills.



Katlego Maphai

BBusSc in Information Systems (UCT)

CURRENT JOB Co-founder & MD of Yoco www.yoco.co.za

PREVIOUS JOBS • Global Venture Development at Rocket Internet GmbH • Consultant at Delta Partners (Johannesburg, Dubai)

- Consultant at Accenture (Communications & Hi-tech, Strategy Practice)
- @katlegomaphai
- in linkd.in/1AIRCKI

HOW I OBTAINED MY CURRENT POSITION

I founded Yoco Technologies in 2012 with three friends: two ex-colleagues from Delta Partners and Rocket Internet and the other from my Business Science class (2005).



Mogen Naidoo

MCom in Information Systems (UCT)
BCom (Hons) in Information Systems (UCT)
BCom in Information Systems (UCT)

CURRENT JOBS • Co-Founder, CEO & Managing Director at Qina Group (Pty) Ltd. • Freelance IT Researcher & Consultant • Freelance DJ

- @MogenNaidoo
- in linkd.in/1vjoYNz

HOW MY QUALIFICATIONS RELATE TO MY

WORK My MCom helped me realise I enjoyed a more research or analytical type role. My thesis equipped me to perform my role as an IT research analyst in terms of data collection, methodologies and how to analyse the information as well market trends and forecasts.



Aldrin Boraine

BBusSc in Finance (UCT)

CURRENT JOB Client Communications at Allan Gray

PREVIOUS JOB Team Lead in Client Services at Allan Gray

- @AldrinBoraine
- in linkd.in/17gXtZR

HOW I MADE USE OF THE CAREERS SERVICE

I visited the Careers Service for info on internships and job opportunities. As a result I had the opportunity to be part of three different internships during my final year of study.



BCom in Politics, Philosophy & Economics (UCT)

CURRENT JOB Assistant Director, Sub-directorate: United Nations Security Council, Branch Multilateral, Department of International Relations & Cooperation (DIRCO)

PREVIOUS JOBS • Service Centre Consultant. Fairbairn Capital, Old Mutual • Back Office Administrator. Ovation Global Investment Services

DAY-TO-DAY ACTIVITIES Monitoring African Union and the UN Security Council developments and drafting appropriate policy guidance for our political principles.



Paddock

BBusSc in Information Systems (UCT)

CURRENT JOB CEO & Co-Founder, GetSmarter

PREVIOUS JOB Co-Founder at GetWine



in linkd.in/1FxwIPy

ADVICE FOR GRADUATES ENTERING THE WORLD OF WORK Seek to make yourself indispensable right from the start of your career. Read Seth Godin's Linchpin: Are You Indispensable? on becoming a linchpin. You'll rise quickly and maximize your career prospects.



Vuvani

BCom (Hons) in Information Systems (UCT)

CURRENT JOB Business Intelligence Consultant at Synergy Business Intelligence

PREVIOUS JOB IT Manager at The Really **Great Brand Company**

linkd.in/1vJv5FL

ADVICE TO CURRENT STUDENTS Socialise with people from different fields, get to know what they do and tell them what your ambitions are and what you are doing to get there. Explore different companies through the Careers Service and get to know what these companies do. Most importantly, stay focused!



Stuart łammar

BCom (Hons) in Financial Analysis & Portfolio Management (UCT) BBusSc (Hons) in Computer Science (UCT)

CURRENT JOB Software Developer at Allan Gray

PREVIOUS JOB Web Developer at Seed Web Design



linkd.in/1Ep55In

ADVICE FOR GRADUATES ENTERING THE WORLD OF WORK The working world isn't as scary as you think - it's extremely exciting! It's a place full of opportunity and growth for young professionals.



5

EMPLOYER DIRECTORY

The Employer Directory draws together company information for employers recruiting UCT students

MYCAREER: ARE YOU PART OF THE TREND?

A-Z DIRECTORY OF EMPLOYERS

Check MyCareer for a more comprehensive list of all employers and opportunities.

MyCareer

Are you part of the trend?



Number of emplover 2706 MyCareer logins



INTERVIEWS

424



Skype

Telephonic



Assessments

JOBS

Total vacancies listed

4255

687 Full-time

119 Part-time

44 Casual

215 **Temporary**

EVENTS



15967 Event bookings 4255

Employer events published



MYCAREER

104516

UCTMOBILE





Student logins



Awarded Best Careers Service for 2010, 2011, 2012, 2013 & 2014 Voted by the South African Graduate Employers Association (SAGEA)





















Who we are: Regiments Capital is a leading black empowerment player in the South African Financial Services Industry. We are passionate about promoting progress in Africa by providing specialised, innovative and tailor made financial solutions.

The four pillars of our business are Advisory, Capital Markets, Asset Management and Real Estate. We emphasise quality and service excellence in all our deliverables.

Who we are looking for: We look for graduates with strong academics in a business related discipline with majors in Finance, Economics, Actuarial Sciences and Engineering. Strong analytical and numeracy skills as well as innovative thinking are core qualities required.

How to apply: Please forward your CV, motivation letter, copy of your ID and academic transcripts from grade 12 to your last degree passed to **careers@regiments.co.za**

Closing Date: 31 August 2015

www.regiments.co.za



Accenture

Accenture is one of the world's leading organisations providing management consulting, technology and outsourcing services, with approximately 319,000 employees, and offices and operations in more than 200 cities in 56 countries. We provide world-class thinking and strategic recommendations that help our clients work more efficiently and effectively. We help our clients solve issues, by applying deep industry knowledge and expertise in digital, outsourcing, strategy and technology. At Accenture we improve how clients work. It's a simple idea, but comes with a wide scope of opportunity. In fact, 'wide' doesn't do it justice. There's an almost unlimited range of work to be done, for some of the world's biggest and best-known organisations. Whether it's working with banking clients in the financial services sector, a global mining company in resources or providing digital advice for a client in the technology sector, everything we do is focused on improving performance and maximising opportunity. Every client wants to improve, to grow and to make the most of what's in front of them. Accenture helps them do just that.

WHO WE ARE LOOKING FOR: We look for people who are industrious, can challenge conventional thought, offer unique perspectives and conceive and implement practical, valuable solutions for our clients. We want people who apply their intellect to everything they do, people who have the potential to develop into leaders, and who will be credible in the boardrooms and at other executive levels of the world's biggest companies and public sector institutions. We are mainly looking for students within Business Science, Engineering (Industrial, Civil, Electrical, Mechanical) Information Technology, Computer Science, Information Systems, Mathematics, Statistics, Computer Science, Economics and Finance,

HOW TO APPLY: Apply online. Please make sure you attach your academic transcipt, CV and copy of your ID to your application. **WEBSITE:** www.accenture.co.za **APPLY AT:** www.accenture.com/gradSA



TYPE OF JOB Java Software Engineers, Quality Assurance **Test Engineers and Technical Support Analysts DEGREES SOUGHT 0** O Humanities Science O Health Science FRF Commerce ♠ LOCATION Cape Town SA CITIZENSHIP REQUIRED? Yes O Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 31 December 2015 **CAREERS EXPO** Science, Engineering & Technology Expo: 29 July 2015

ACI Worldwide

ACI Worldwide, the Universal Payments company, powers electronic payments and banking for more than 5,000 financial institutions, retailers, billers and processors around the world. ACI software processes \$13 trillion in payments and securities transactions for more than 250 of the leading global retailers, and 21 of the world's 25 largest banks. Through our comprehensive suite of software products and hosted services, we deliver a broad range of solutions for payment processing; card and merchant management; online banking; mobile, branch and voice banking; fraud detection; trade finance; and electronic bill presentment and payment.

WHO WE ARE LOOKING FOR: A BSc, BCom or BBusSci degree majoring in Computer Science, or an Electrical Engineering degree with Computer Science at 3rd year level.

HOW TO APPLY: Please send your CV and academic transcripts through to nikki.blaser@aciworldwide.com **WEBSITE:** www.aciworldwide.com **APPLY AT:** nikki.blaser@aciworldwide.com

TYPE OF JOB Coding DEGREES SOUGHT O O Humanities O Law O Science O Health Science O EBE O Commerce LOCATION Cape Town SA CITIZENSHIP REQUIRED? No O Bursaries or Scholarships O Vacation jobs and/or Internships O Graduate Opportunity CLOSING DATE 7 August 2015

Aculocity

Aculocity is an international technology company that develops customized, mission-critical software. We are located in South Africa, Moldova and the USA. Our domain experience includes the following industries; manufacturing, distribution, automotive, aviation, marketing and consulting. Our clients are currently located primarily in the USA. Our primary mission is to improve our client's business capabilities, through utilization of the most appropriate technologies and processes. We strive to build strong professional relationships with our clients. Our core competency is reflected in our Tagline: "DOMINATE YOUR DATA". Data is the primary asset of any modern business. All technology solutions compliment data through presentation, manipulation, access frameworks and patterns. We create custom analytical solutions using both structured relational, and unstructured "Big Data" technologies. We support staff development and personal growth, and offer international relocation opportunities for top performers.

WHO WE ARE LOOKING FOR: We are looking for candidates who are passionate about technology, are good problem solvers and who are interested in working on diverse projects for multiple clients.

HOW TO APPLY: Submit resumes directly to aodendaal@aculocity.com, with a cover letter showing your motivations and interests. **WEBSITE:** www.aculocity.com **APPLY AT:** aodendaal@aculocity.com

Adams & Adams

Adams & Adams is a leading South African law firm specialising in intellectual property law, in addition to providing general commercial legal services. The firm has grown into a South African law icon, with the largest intellectual property law practice supported by a strong commercial, property and litigation practice. Adams & Adams has been rooted in over 100 years of legal excellence since its founding in 1908. The firm is characterised by a strong commitment to professionalism, and client care and partner accessibility are two of the cornerstones of the practice.

WHO WE ARE LOOKING FOR: We consider second year LLB students and final year undergraduate degree students e.g. BA Law, BCom LLB, etc. who intend to study towards a LLB postgraduate degree. Academic excellence is a prerequisite for admission into our Candidate Attorney Programme. Independent thinking and creativity is highly valued in our CAs. We are looking for candidates who are talented, motivated and committed to excellence.

HOW TO APPLY: To apply go to our website, click on Careers then Graduates. Register, complete the online application and attach the required documents. Students who meet our criteria will be invited to the Adams & Adams Selection Bootcamp or Vacation Programme for an opportunity to learn more about A&A and for us to get to know the candidate. Queries regarding our CA programme should be directed to candidateattorneys@adamsadams.com. WEBSITE: www.adamsadams.com APPLY AT: www.adamsadams.com/GraduateProgramme/home



Don't push paper, Don't push paper, Color push pa

Don't complain, CONTIDUTE.

Don't imagine a future, Create your OWN

Law is an ever changing science, where the future thinkers of tomorrow are encouraged to test, challenge and change.

If you are not willing to stand for the Status Quo and are currently studying for a LLB, BA (Law) or Bcom (Law) then come and talk to us, and let's see what you're all about.

Adams&Adams

TYPE OF JOB Trainee Investment Analyst DEGREES SOUGHT O O Humanities O Law O Science O Health Science O EBE O Commerce LOCATION Cape Town SA CITIZENSHIP REQUIRED? Yes O Bursaries or Scholarships O Vacation jobs and/or Internships O Graduate Opportunity CLOSING DATE 11 August 2015

Afena Capital Proprietary Limited

Afena Capital was founded in 2005 as a specialist investment management firm that strives to generate exceptional long term returns for clients. Afena Capital's mission is to live by the principles of Integrity, Excellence, Professionalism, Dedication and Innovation which have been entrenched in our culture since the inception of the firm. We endeavour to always deliver the best possible value to our clients. Investment management is an intellectual capital business and the depth and quality of a team are often the key differentiators between investment houses. At Afena Capital, we are proud that we have assembled an exceptional quality team of highly qualified, experienced and talented investment professionals. Our people are highly motivated and energised by a passion for investments, for professionalism and by the sense of true ownership that comes from being an owner managed husiness.

WHO WE ARE LOOKING FOR: We seek highly analytical and numerate candidates who are self-starters requiring little supervision, passionate about financial markets, professional, highly motivated, innovative, dedicated, long-term orientated, have excellent communication skills and strong attention to detail. A postgraduate qualification will be advantageous.

HOW TO APPLY: Please register your CV and apply online.

WEBSITE: www.afenacapital.com

APPLY AT: www.afenacapital.com/careers

Agis Investments

Agis combines private-equity type deal-making with a track-record of growth strategy and operations consulting to offer investment, venturing and advisory services across Southern Africa. Agis' growing team of nine professionals have worked with clients and on advisory engagements and investment projects across Africa, Europe and Asia. Agis offers graduates a dynamic and entrepreneurial growth environment at the intersection of corporate strategy and investment activities. Agis not only develops the growth strategies and executes the deals, but is also actively involved in the implementation of the growth strategies of portfolio companies. This gives our professional staff a unique career development opportunity covering strategy advisory, deal making, financing, and company operations.

WHO WE ARE LOOKING FOR: We look for candidates with Bachelors degrees and above. The ideal candidate will have been a top achiever at school and university. Strong analytical and well-developed problem solving capabilities will be highly valued. Candidates must show a past experience of operating in teams and going beyond the standard requirements of course-work, e.g. through extra-curricular engagement. Communication and networking skills will be critical in dealing with stakeholders, industry peers and clients.

HOW TO APPLY: Please submit your application, consisting of your CV, cover letter, and matric & university transcripts to recruiting@agis-investments.com **WEBSITE:** www.agis-investments.com **APPLY AT:** recruiting@agis-investments.com



AIG Insurance

The American International Group (AIG) serves commercial, institutional, and individual customers in more than 130 countries through one of the most extensive worldwide property-casualty networks of any insurer. AIG employees have the unique opportunity to accelerate their career across the multiple business lines, functions, and regions in which we operate. Strong work ethic, motivation, and talent will ensure your success at AIG, as we provide exceptional opportunities for growth throughout our global business.

WHO WE ARE LOOKING FOR: AIG seeks candidates who have demonstrated outstanding academic and extracurricular achievement, possess strong analytical, quantitative and interpersonal skills, and are enthusiastic about and committed to the insurance industry. Academic focuses related to risk management and insurance are a plus, but the role is a mix of skills, so we are open to hear from you!

HOW TO APPLY: Please apply online via our website. You will need to complete a 5 minute application where you will upload your CV. Search for the Johannesburg opportunity at www.aig.com/campus WEBSITE: www.aig.com APPLY AT: www.aig.com/campus



TYPE OF JOB

Construction Management, Quantity Surveyors, Civil Engineers, Mechanical and **Electrical Engineers**

DEGREES SOUGHT 0

- O Humanities
- O Science
- O Health Science
- FRF O Commerce



LOCATION UAE, Qatar, Oman



SA CITIZENSHIP REQUIRED? No

- O Bursaries or Scholarships
- O Vacation jobs and/or Internships
- Graduate Opportunity

CLOSING DATE 30 September 2015

CAREERS EXPO Engineering Expo: 4 August 2015

PRESENTATION 3 August 2015 | 1pm | LS 3B

COMPANY SHOWCASE

5 August 2015 | 10am-3pm | visit MyCareer for venue details

ALEC

ALEC is an established and preferred contractor for the execution of major construction projects across the GCC. The company's brand promise is "Building Excellence" which is reflected in the continuous successful completion of projects to repeat key clients. The business is ISO accredited for business systems, quality and environmental management systems and has received many awards over the years for their projects and people. ALEC has established related businesses which complement its core contracting activities. The related businesses include: ALEMCO (MEP), ALEC FITOUT, ALEC PRECAST and Smart4Power (Energy Solutions).

WHO WE ARE LOOKING FOR: We look for highly motivated talented individuals, who are forward thinking and like to think outside the box. If you are ready for a challenge, and a new adventure then ALEC is the business to look to. We look for team players, people who are self disciplined and can fit easily into new environments.

HOW TO APPLY: Please submit your CV to pcarr@alec.ae via email, with the subject: "ALEC Graduate Programme 2016 intake". WEBSITE: www.alec.ae APPLY AT: pcarr@alec.ae



Allan Gray (Pty) Ltd

Investing on behalf of clients since 1974, Allan Gray is the largest privately owned investment company in Africa – managing approximately R470 billion in investor assets. Our mission is to create long-term wealth for our investors, and over the last 40 years, our investors have enjoyed considerable success through our achievement of that mission. Since inception, our global mandate share portfolio has achieved an average annual return of 27.1% (as at 31 December 2014). Our head office is in Cape Town and we also have offices in Johannesburg. Pretoria and Durban within South Africa. Outside of South Africa we are in Windhoek, Namibia and Gaborone, Botswana and Nigeria. Our global asset management partner, the Bermuda-based Orbis Group, manages a range of offshore equity mutual funds. We share a common founder in Allan W B Gray, as well as the same ethos and investment approach. Our purpose is to help our investors build wealth over the long term and we seek to earn the trust of our clients by providing superior longterm investment performance, outstanding client service and holding ourselves to the highest ethical standards.

WHO WE ARE LOOKING FOR: Numeric ability, accuracy, attention to detail, initiative, analytical thinking, strong verbal and written communication skills, ability to relate to others, ability to deal with complexity, ability to prioritise and function positively under pressure, ability to function as part of the team, willingness to accept accountability for tasks done.

HOW TO APPLY: Graduates should visit our website www.allangray.co.za and click on 'Careers' under Quick links and then 'Graduate Recruitment.' **WEBSITE:** www.allangray.co.za **APPLY AT:** www.allangray.co.za/careers

Allen & Overy LLP

Allen & Overy is one of the world's largest law firms. With 46 offices in 32 countries plus a network of relationship firms in other locations, Allen & Overy is one of the few legal practices that can genuinely claim to be global, covering 99% of the world's economy.

WHO WE ARE LOOKING FOR: Candidates must be studying for, or have studied an LLB. We are looking for a strong interest in business as well as strong written and verbal communication skills, organisational, analytical and team working skills.

HOW TO APPLY: Please apply online. **WEBSITE:** www.allenovery.com **APPLY AT:** www.allenovery.com/southafrica/graduate



Allan Gray Proprietary Limited is an authorised financial services provider.

GRUMPY CATS

LIFE IS FULL OF DISTRACTIONS. **STAY FOCUSED.**



We know life is full of distractions. Like this grumpy cat. We also know that not everyone has the focus to avoid them. This is why, at Allan Gray, we are looking to make a long-term investment in focused graduates. Those committed to being top of their class in order to achieve their goals. So if you are a focused final year student please apply for our 2016 Graduate Intake at stayfocused.co.za

APPLICATIONS OPEN 1 MAY UNTIL MIDNIGHT 26 JUNE 2015 | www.stayfocused.co.za





Alliott Andersen Nell Inc.

We are a medium size, internationally affiliated firm of Registered Auditors situated in the Constantia Valley of Cape Town. Globally, our firm is regulated by the Alliott Group to ensure that the standards set by the group are maintained and executed by the individual firms.

Our 5 directors have a combined experience of over 60 years in the South African business environment. Management is ably supported by competent and dedicated staff who share our mission to continually strive to provide a professional, high quality, cost effective, personal service in all aspects of financial and business management.

WHO WE ARE LOOKING FOR: We are looking for BCom Financial Accounting (CA Stream), BBusSci (CA Stream) or PGDA graduates who are interested in becoming Chartered Accountants.

HOW TO APPLY: Submit your CV, matric certificate and academic transcripts to Martli at hr@aan.co.za WEBSITE: www.aan.co.za APPLY AT: hr@aan.co.za

Amazon Development Centre

In 2006, Amazon Web Services (AWS) began offering IT infrastructure services to businesses in the form of web services, commonly known as cloud computing. One of the key benefits of cloud computing is the opportunity to replace up-front capital infrastructure expenses with low variable costs that scale with your business. With the Cloud, businesses no longer need to plan for and procure servers and other IT infrastructure weeks or months in advance. Instead, they can instantly spin up hundreds or thousands of servers in minutes and deliver results faster. Today, Amazon Web Services provides a highly reliable, scalable, low-cost infrastructure platform in the cloud that powers hundreds of thousands of organisations in 190 countries around the world.

WHO WE ARE LOOKING FOR: We're continually seeking talented software engineers and interns to help build and manage EC2. Key technologies include: Java; Rails; Python; MySQL; C; C++; Scala; Perl; Shell; Web (HTML5/OO Javascript); Large Scale Computing; Distributed Systems; Data Mining; Optimization; Automation; Virtualization; Social Media Mining; OO design; Data Structures; Algorithm Design.

HOW TO APPLY: Please send your CV, transcripts and proof of enrollment to awsnewgrads@amazon.com **WEBSITE:** aws.amazon.com **APPLY AT:** awsnewgrads@amazon.com

TYPE OF JOB Software Developers **DEGREES SOUGHT** O Humanities Science O Health Science EBE O Commerce **LOCATION** Cape Town **SA CITIZENSHIP REQUIRED?** No O Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 31 December 2015 CAREERS EXPO Science, Engineering & Technology Expo: 29 July 2015

Anglo American

We Create Value that Lasts. Anglo American is a global and diversified mining business that provides the raw materials essential for economic development and modern life. Our people are at the heart of our business. It is our people who use the latest technologies to find new resources, plan and build our mines and who mine, process and move and market our products – from bulk commodities and base metals to precious metals and diamonds (through De Beers) - to our customers around the world. Our diversified portfolio of products spans the economic development cycle and, as a responsible miner, we are the custodians of precious resources. We work together with our key partners and stakeholders to unlock the long-term value that those resources represent for our shareholders, but also for the communities and countries in which we operate - creating sustainable value and making a real difference. Our mining operations, growth projects and exploration and marketing activities extend across southern Africa, South America, Australia, North America, Asia and Europe. People making a difference in a company making a difference.

WHO WE ARE LOOKING FOR: Do you have an exceptionally strong academic record? Graduate at the end of 2015 with a four-year or post-graduate degree in disciplines that are relevant to our business such as Engineering, Science, Commerce, IT, Risk Management, Sustainability and Environmental Studies and other mining related disciplines? Demonstrate strong leadership qualities? Possess drive, ambition and a passion for new challenges? Actively participate in campus and community life? Want to work among the best people in the business?

HOW TO APPLY: Apply online angloblast.gradx.net **WEBSITE:** www.angloamerican.co.za **APPLY AT:** angloblast.gradx.net

TYPE OF JOB



Financial Consulting Focused On Growth And Strategy, Finance And Earnings Enhancement, And Risk Management **DEGREES SOUGHT 0** O Humanities O Science O Health Science O FRE Commerce ■ LOCATION Johannesburg SA CITIZENSHIP REQUIRED? No O Bursaries or Scholarships O Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 27 November 2015 PRESENTATION 17 August 2015 | 5pm | LS 2B

Aspect Advisory

Aspect Advisory is a financial services specialist management consulting company. We focus on issues related to growth and strategy, finance and earnings optimisation, and risk management. Our focus on financial services allows us to deliver high-quality solutions backed by close client collaboration and deep industry insight. Our clients include corporate, investment and retail banks, development finance institutions, wealth managers, insurers, and asset managers. Aspect Advisory, although headquartered in South Africa, has deep international experience with active satellite offices in Germany and London. Our people are exceptional - they are highly-skilled and credible with extensive financial services experience. As a level 4 contributor, we are committed to supporting BBBEE and advancing economic transformation and participation of black people in the South African economy. Our culture: Internally, we promote a culture of collaboration, diversity, camaraderie, and a dedication to excellence in everything we do. Our expertise, experience, and commitment to delivery ensure we continue to build lasting relationships with our clients.

WHO WE ARE LOOKING FOR: We are looking for natural born self-starters, with an affinity for creative and analytical thinking, and who take an interest in the world around them.

HOW TO APPLY: Please submit a comprehensive CV and detailed cover letter to info@aspect.co.za, including academic transcripts.

WEBSITE: www.aspect.co.za APPLY AT: info@aspect.co.za

"I never dreamed that in 5 years I could have the broad experience of forecasting as a mining economist, setting strategy in London, contributing in the CEO's office and now implementing a mine's Business Improvement project."



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Atmosphere Communications

Atmosphere Communications is an award-winning PR consultancy that offers a creative and strategic approach to PR. It has a strong focus on measurability and collaborates with a range of internal and external partners. Established in 2002 by founder and managing director Nicola Nel, the consultancy is part of the King James Group, it has offices in Cape Town and Johannesburg and has a team of 33. Atmosphere Communications is one of three African members of PROI (Public Relations Organisations International), the world's largest partnership of independent PR companies, with 67 members in 50 countries.

WHO WE ARE LOOKING FOR: We are looking for eager, hard-working and driven individuals who want to start their career in PR at one of the top agencies. Candidates must hold a degree/diploma or be studying part-time for your final year of a degree/diploma. A driver's licence and a car is essential.

HOW TO APPLY: Please send an error-free CV, no longer than two pages and including a photo, with a copy of your matric results and latest academic results to info@atmosphere.co.za

WEBSITE: www.atmosphere.co.za APPLY AT: info@atmosphere.co.za



TYPE OF JOB Auditing, IT **DEGREES SOUGHT 0** O Humanities Science O Health Science EBE Commerce **LOCATION** Nationwide **SA CITIZENSHIP REQUIRED?** Yes Bursaries or Scholarships O Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 30 November 2015 CAREERS EXPOS All Degree: 27 July 2015 Accounting Expo: 28 July 2015 | Science, Engineering & Technology Expo: 29 July 2015

Auditor General of South Africa

The Auditor-General is founded in the Constitution of South Africa. In Chapter 9, 188 of the constitution its reason for existence is defined as "a state institution that supports democracy." The AG is accountable to the National Assembly and must report on its activities and the performance of its functions at least once a year. The AG is responsible for auditing and reporting on the accounts, financial statements and financial management of the public sector (all government departments, public entities, municipalities, public institutions). Since it is the only audit institution mandated to perform these functions, it is regarded as the Supreme Audit Institution of South Africa. The AG's unique focus and mandate attracts skilled professionals to deliver quality work. To effectively deliver on its constitutional mandate, the AG has to build public confidence in what and how it delivers for the benefit of the public, and build confidence in SA at large.

WHO WE ARE LOOKING FOR: BCom (Auditing, Accounting and Management Accounting) / BCom Accounting CA option, PGDA, BCom Information Systems and Computer Science.

HOW TO APPLY: Apply online at www.agsa.co.za **WEBSITE:** www.agsa.co.za **APPLY AT:** www.agsa.co.za



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PS: Applications close on 30 November so apply online today!



AUDITOR-GENERAI SOUTH AFRICA

Aurecon South Africa

Aurecon provides world class technical expertise and innovative solutions on projects in more than 80 countries across Africa, Asia Pacific and the Middle East. As a global multi-disciplinary consultancy, Aurecon understands that diverse skills, experience and talents are needed to bring projects to life. Here you will have the opportunity to learn from industry specialists and thought leaders, meet people who share your passions and be rewarded for doing what you enjoy. We offer in-depth local market knowledge combined with international expertise across 11 key market sectors including: Construction, Data & Telecoms, Defence, Energy, Government, International Development Assistance, Manufacturing, Property, Resources, Transport and Water. Looking for a role that will inspire? Looking for industry leaders as mentors? Looking for complex, global projects to gain world class experience? At Aurecon, you can live your ideas while taking ownership of your career in a supportive environment that offers advanced learning opportunities. Your potential to become a future leader in our business will help us choose vou!

WHO WE ARE LOOKING FOR: We are looking for both Bursars and Graduates. Bursars with the following backgrounds may apply: School leavers, 1st, 2nd and 3rd year undergraduates. Graduates with the following qualifications: BSc, BEng in Civil, Electrical and Mechanical. Honours and Masters graduates may also apply. We are looking for focused, energetic people that are creative and innovative with very strong academic backgrounds. Graduates and Bursars that want to build their expertise, grow their careers and become successful professional practitioners in their own right. We look for passionate people who want to make a difference.

HOW TO APPLY: Applications are submitted online. **WEBSITE:** www.aurecongroup.com **APPLY AT:** www.aurecongroup.com/en/graduate.aspx

TYPE OF JOB Graduate Engineers, Engineers, Project Managers, in 11 key market sectors including: Construction, Data & Telecoms, Defence, Energy, Government, International Development Assistance, Manufacturing, Property, Resources, Transport and Water **DEGREES SOUGHT** • O Humanities Olaw Science O Health Science EBE O Commerce LOCATION Tshwane, Johannesburg, Cape Town, and all other major cities in South Africa **SA CITIZENSHIP REQUIRED?** Yes Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 31 August 2015 CAREERS EXPO Engineering Expo: 4 August 2015



Avior Capital Markets

Avior is an independent equity research firm and trading house that provides in-depth and insightful research on selected JSE-listed and Sub-Saharan Africa companies. We are pioneers in providing transparent and un-bundled services to institutional investors.

WHO WE ARE LOOKING FOR: We are looking for graduates with strong academics in a business-related discipline with majors in Finance, Economics or Engineering. Strong analytical and numeracy skills as well as innovative thinking are core qualities required.

HOW TO APPLY: Please submit your CV to winnie@avior.co.za. Include all academic transcripts including matric results. **WEBSITE:** www.avior.co.za **APPLY AT:** winnie@avior.co.za



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WHO WE ARE LOOKING FOR: We look for candidates from all degrees with a passion for problem solving and strong analytical abilities.

HOW TO APPLY: Submit your online application via our career website. Office preference(s) – please ensure to select Johannesburg. You will be asked to submit the following information along with your online application: 1 Page motivational letter; resume/CV (maximum of two pages); all university transcripts/results and matric results; and identity document. WEBSITE: www.bain.com APPLY AT: www.joinbain.com





Baker & McKenzie

Baker & McKenzie is a truly global commercial law firm. With more than 77 offices in 47 countries, few other firms can claim to be so multi-national.

WHO WE ARE LOOKING FOR: The minimum requirements for candidates is an LLB degree and a driver's licence. Preference is given to candidates with strong academic qualifications who also have varied interests. We look for hardworking individuals who take initiative and have an interest in corporate law, and will contribute to our culture of excellence that sets us apart from other legal firms. Our culture is one in which people are committed to and engaged with the firm and its approach, but have the freedom to think for themselves. We aim to foster an environment where you are encouraged to have ideas, where you are consulted about decisions and where no matter who you are in the organisation, your opinion is valued.

HOW TO APPLY: Please submit your CV, academic transcripts, ID, cover letter and references to bmsagraduates@bakermckenzie.com **WEBSITE:** www.bakermckenzie.com

APPLY AT: bmsagraduates@bakermckenzie.com

TYPE OF JOB Engineering

DEGREES SOUGHT O

- O Humanities
- O Law
- ScienceEBE
- O Health Science
- ___
- O Commerce

LOCATION Angola, Congo, Gabon, Ghana, Nigeria, Algeria, Tanzania, Ethiopia, Kenya, Mozambique,Kenya, South Suda, Uganda, Chad, Cameroon

⊗

SA CITIZENSHIP REQUIRED? No

- O Bursaries or Scholarships
- O Vacation jobs and/or Internships
- Graduate Opportunity

CLOSING DATE 30 November 2015

CAREERS EXPOS Africa Expo: 7 May 2015 Science, Engineering & Technology Expo: 29 July 2015

PRESENTATION 28 July 2015 | 5pm | LS 3B

Baker Hughes (Pty) Ltd

Baker Hughes is a leading supplier of oilfield services, products, technology and systems to the worldwide oil and natural gas industry. By being the service company that best anticipates, understands and exceeds our customers expectations, Baker Hughes Advances Reservoir Performance. The company's 58,000-plus employees work in more than 80 countries in geomarket teams that help customers find, evaluate, drill, produce, transport and process hydrocarbon resources. Baker Hughes' technology centers in the world's leading energy markets are pushing the boundaries to overcome progressively more complex challenges. Baker Hughes develops solutions designed to help manage operating expenses, maximize reserve recovery and boost overall return on investment through the entire life cycle of an oil or gas asset. Collaboration is the foundation upon which Baker Hughes builds its business and develops next-generation products and services for drilling and evaluation, completions and production, and fluids and chemicals.

WHO WE ARE LOOKING FOR: Candidates with a degree in Engineering and/or Sciences

HOW TO APPLY: Apply online. **WEBSITE:** www.bakerhughes.com **APPLY AT:** public.bakerhughes.com/graduate

Barclays Africa Group Limited

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WHO WE ARE LOOKING FOR: We look for a wide range of qualifications: IT; Maths – Pure, Applied, Financial, Computational; Engineering; Finance; Marketing; Business Science; Accounting – CA and CIMA; Law; Forensic Auditing and Statistics.

HOW TO APPLY: Complete an online application at and upload your academic transcripts. **WEBSITE:** joinus.barclays.com/africa **APPLY AT:** www.joinbarclays.com

TYPE OF JOB

IT, Banking, Risk, Operations, Legal, Compliance, Finance, CA (SA), CIMA, Quantitative Modelling

DEGREES SOUGHT

- O Humanities
- A Law
- Science
- O Health Science
- EBE
- Commerce



LOCATION Countrywide



SA CITIZENSHIP REQUIRED? No

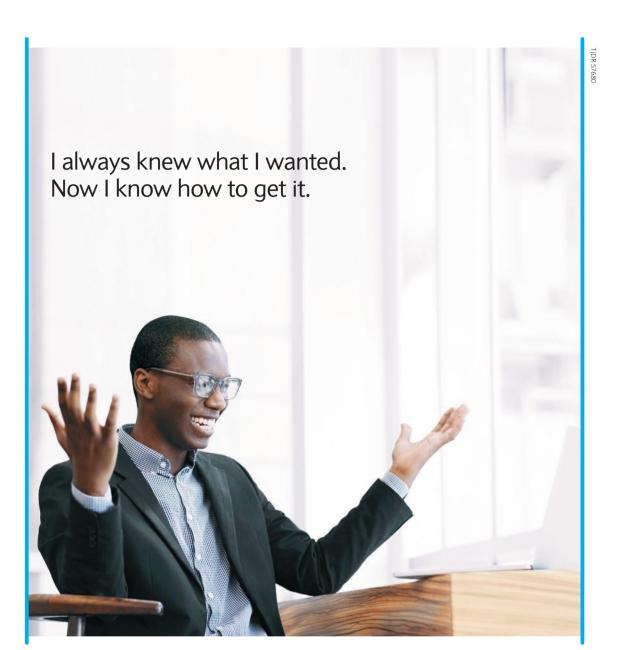
- Bursaries or Scholarships
- Vacation jobs and/or Internships
- Graduate Opportunity

CLOSING DATE 30 June 2015

CAREERS EXPOS Accounting Expo: 28 July 2015 | Science, Engineering & Technology Expo: 29 July 2015

PRESENTATION 4 May 2015 | 5pm | LS 2B

COMPANY SHOWCASE 4 May 2015 | 10am-3pm LS Mezzanine



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WHO WE ARE LOOKING FOR: We are looking for graduates who are studying towards a Chartered Accounting qualification with majors in Accounting and Auditing. Candidates should have at least attempted PGDA and have an average of above 45%, and 40% for Accounting to be eligible to apply for a traineeship.

HOW TO APPLY: Please submit your application online through the BDO career website. Include your CV, identification document and latest academic transcripts. WEBSITE: www.bdo.co.za APPLY AT: www.bdo.co.za

Beiersdorf Consumer Products (Pty) Ltd

As a leading international branded consumer goods company with more than 150 affiliates and approximately 19,000 employees worldwide, we have been offering innovative products to meet consumer wishes and their individual skin and beauty care needs. Beiersdorf South Africa is a wholly owned subsidiary of Beiersdorf AG. The basis of our success is our leading international brands which include NIVEA, Eucerin, Elastoplast & Labello. These brands, along with more than 125 years of experience in research and development, contribute to our strong international presence.

WHO WE ARE LOOKING FOR: Entrepreneurial person of action with an international mindset; must be mobile into Africa and other international regions; strong team player:gives and receives feedback constructively; customer focus mindset; excellent communication & interpersonal skills; active problem-solver:able to make decisions & take calculated risks; assertive & aspirational, with the aim of delivering to get things done; and reliable, accountable & trustworthy.

HOW TO APPLY: Email applications to recruitmentza@beiersdorf.com Please include the latest version of your CV detailing work experience, extra-mural activities & leadership roles; a certified copy of your latest academic results and a motivation letter. **WEBSITE:** www.beiersdorf.co.za **APPLY AT:** recruitmentza@beiersdorf.com

TYPE OF JOB Marketing, Sales, Finance, Supply Chain **DEGREES SOUGHT** Humanities Science O Health Science EBE Commerce **LOCATION** Durban **SA CITIZENSHIP REQUIRED?** No O Bursaries or Scholarships O Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 30 September 2015 CAREERS EXPOS Africa Expo: 7 May 2015 All Degree: 27 July 2015

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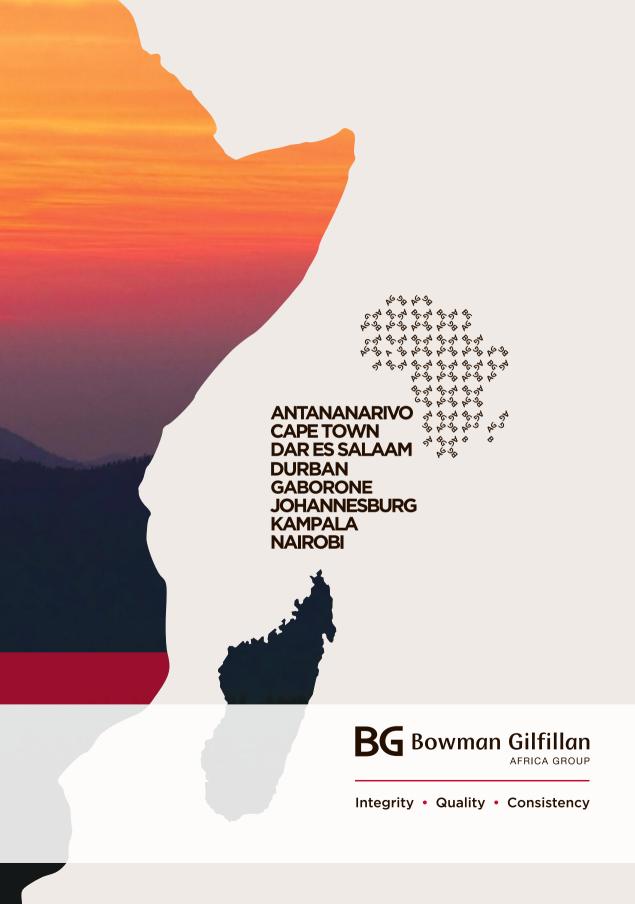
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For Bowman Gilfillan, keeping pace with business in Africa is not about putting pins in the map. Our professionals share far more than common business interests. Across our offices, our values, ethics and best practice standards are aligned, allowing us to offer local expertise, global experience, and a legal service of consistently high quality.



TYPE OF JOB Engineering **DEGREES SOUGHT O** O Humanities O Science O Health Science ERF O Commerce LOCATION Johannesburg SA CITIZENSHIP REQUIRED? Yes Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 31 August 2015 CAREERS EXPO **Engineering Expo: 4 August 2015**

Black and Veatch International South Africa

Black & Veatch strikes a balance that is rare for any industry. Our Mission sets the bar high – Building a World of Difference. We live up to that ideal by delivering reliable and innovative infrastructure solutions to our clients' most complex challenges. The result is that Black & Veatch helps to improve and sustain the quality of life around the world. Founded in 1915, Black & Veatch is a leading global engineering, consulting and construction company. We specialize in these major markets: Energy, Water, Telecommunications, Federal and Management Consulting.

WHO WE ARE LOOKING FOR: We are looking for Engineering graduates that are dynamic, self starters and eager to learn.

HOW TO APPLY: Please submit your CV and cover letter to GraduateSA@bv.com WEBSITE: www.bv.com
APPLY AT: GraduateSA@bv.com

Bowman Gilfillan

Bowman Gilfillan is one of Africa's premier corporate law firms, employing over 310 specialised lawyers and a total staff of some 550. Our firm is recognised for professional legal services of the highest calibre. We draw on our unique knowledge of the African business environment, and in-depth understanding of the socio-political climate, to advise clients on a wide range of technical legal issues. Our approach to corporate law is fresh and innovative. With a century of experience to draw on, we help our clients manage the risks inherent in bringing high stake deals home – safely, smoothly and with uncompromising professional diligence.

WHO WE ARE LOOKING FOR: At Bowman Gilfillan we look for people with the four fundamentals: grit, drive, depth and passion. We want people with drive and ambition who want to be part of a challenging environment that enables them to build a rewarding, successful career.

HOW TO APPLY: Please complete our online application. Include the following documents: CV, ID copy, matric certificate, transcript, degree(s) (of any), and a marked legal assignment. **WEBSITE:** www.bowman.co.za **APPLY AT:** www.bowman.co.za/careers

TYPE OF JOB Candidate Attorney: Graduate Recruitment **DEGREES SOUGHT** • O Humanities Law O Science O Health Science O EBE O Commerce **LOCATION** Johannesburg, Cape Town **SA CITIZENSHIP REQUIRED?** No O Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** Ongoing CAREERS EXPO Law Expo: 5 May 2015 PRESENTATION 22 April 2015 | 1pm Kramer LT3 **COMPANY SHOWCASE 22 April 2015** 10am-3pm | Kramer Quad

Brandhouse Beverages (Pty) Ltd

Brandhouse is South Africa's leading total beverage alcohol company with an unrivalled portfolio of premium brands across the spirit, beer and RTD categories. Established in 2004, brandhouse combines the best of three great alcohol beverage companies in terms of brands, people and ways of working. It is a South African joint venture of Diageo, the world's largest premium alcohol beverage company, Heineken International, the third largest brewer in the world and Namibia Breweries Limited, one of the leading beverage manufacturing companies in southern Africa.

WHO WE ARE LOOKING FOR: We are looking for candidates with good academics who are studying towards a BCom degree within: Supply Chain, Engineering, Marketing, Industrial Psychology and Finance, to name a few. We are looking for candidates that are ambitious, positive, energetic and are aligned to our company values. Candidates must also be geographically mobile.

HOW TO APPLY: Submit your CV online. Please include your full academic transcripts. **WEBSITE:** www.brandhouse.co.za **APPLY AT:** www.brandhouse.co.za



TYPE OF JOB SAIPA and SAICA articles, Tax administration **DEGREES SOUGHT 0** O Humanities O Science O Health Science O EBE Commerce **♦ LOCATION** Claremont, Cape Town SA CITIZENSHIP REQUIRED? No O Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 31 December 2015 **CAREERS EXPO** Accounting Expo: 28 July 2015

Braude Gordon & Co

Our company operates in the audit, accounting, tax and management accounting domain. We are a small to medium sized practice, which offers a broad-based knowledge in all SAICA competencies at a high level. We are based at 200 Claremont Main Road, offering students the ability of completing their SAIPA and SAICA articles at a professional firm, without the unnecessary burden of relocating or increased travel costs.

WHO WE ARE LOOKING FOR: We are looking for students of a high calibre who are currently completing their undergrad Accounting degree, Honours/PGDA and board 1 legible candidates. Students looking to earn an income while studying will be well suited to our environment. Candidates will need to be diligent workers who are able to function and deliver within a high paced, deadline driven environment. Candidates who are eager to gain broad based practical knowledge and experience consistent with their studies, will be well suited to our dynamic firm.

HOW TO APPLY: Please submit your CV and cover letter to hr@bgc.co.za **WEBSITE:** www.bgc.co.za **APPLY AT:** hr@bgc.co.za



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WHO WE ARE LOOKING FOR: Although we need people from a wide range of backgrounds, we typically employ people with the following academic training: Engineering (Mechanical, Electrical, Civil, Software, Telecom etc.); Sciences (Computer and Information Sciences/Systems, Applied Mathematics, IT etc.); Business (Finance, HR, Marketing etc.). We'll consider a variety of aspects in your academic background, such as grades, degree/diploma level, languages spoken, special projects and awards or scholarships you've received.

HOW TO APPLY: Apply online for the graduate programme and we'll get in touch. WEBSITE: www.bcx.co.za APPLY AT: www.bcx.co.za



TYPE OF JOB

Marketing, E-Commerce, IT, Finance, Legal, HR, HR Learning and Development, Buying and Planning, Procurement, Facilities, Shipping, Employee Benefits

DEGREES SOUGHT O

- Humanities
- law
- O Science
- O Health Science
- O EBE
- Commerce



LOCATION Cape Town



SA CITIZENSHIP REQUIRED? No.

- O Bursaries or Scholarships
- Vacation jobs and/or Internships
- Graduate Opportunity

CLOSING DATE Ongoing

Cape Union Mart Group (Pty) Ltd

Cape Union Mart has been equipping South African adventurers since 1933, and is South Africa's favourite outdoor adventure store. Stocking everything one needs for outdoor pursuits - including hiking, camping, trail running, mountain biking, snow sports, travel and more - Cape Union Mart is an essential first step in every adventure. Our brand of leisure clothing for men and women, Old Khaki, operates as a stand alone store and is described as youthful, unrestricted and fun. Poetry, an eclectic collection of sophisticated women's lifestyle clothing, homeware and accessories is also one of our leisure brands and stand alone stores. Our stores are located across South Africa, and in Namibia and Botswana.

WHO WE ARE LOOKING FOR: Cape Union Mart continues to grow and we are always looking for enthusiastic and forward-thinking staff to grow with us. If you are able to live our core values of trust, innovation and passion and are able to deliver awesome retail experiences in a progressive, fast paced and upbeat environment, then you are the type of team member we are looking for.

HOW TO APPLY: If you feel that you meet the criteria and would like to ioin our retail team or Head Office, please submit your CV and cover letter to hr@capeunionmart.co.za. Please attach academic transcripts and certificates. WEBSITE: www.capeunionmart.co.za

APPLY AT: hr@capeunionmart.co.za



Chevron South Africa (Pty) Ltd

At the heart of The Chevron Way is our vision... to be the global energy company most admired for its people, partnership and performance. Our Vision means we provide energy products vital to sustainable economic progress and human development throughout the world; are people and an organization with superior capabilities and commitment; are the partner of choice; deliver world class performance; earn the admiration of all our stakeholders - investors, customers, host governments, local communities and our employees - not only for the goals we achieve but how we achieve them.

WHO WE ARE LOOKING FOR: We are looking for Chemical, Electrical & Instrumentation and Mechanical 4th year graduates.

HOW TO APPLY: Please submit your CV's to hnjo@chevron.com **WEBSITE:** www.chevron.com **APPLY AT:** hnjo@chevron.com

Cliffe Dekker Hofmeyr

Cliffe Dekker Hofmeyr is one of the largest business law firms in South Africa with more than 100 directors/partners and 200 qualified lawyers, located at offices in Johannesburg and Cape Town. Our lawyers specialise in services covering the complete spectrum of business legal needs. Our core practice areas include competition; corporate and commercial; dispute resolution; employment; environmental; finance and banking; pro bono and human rights; real estate; tax and technology, media and telecommunications. Our candidate attorneys are given the opportunity to rotate through different practice areas during articles of clerkship. We want them to succeed as lawyers and we strive to offer an environment where they are given every opportunity and means to reach their full potential.

WHO WE ARE LOOKING FOR: We look for all-rounders when selecting and recruiting our candidate attorneys, i.e. candidates with good academic results, interest(s) in areas outside of their studies and who actively participate in the community. We value integrity, a positive attitude, a willingness to embrace the firm and a commitment to contribute to a successful partnership. We encourage you to make the most of any opportunities you may encounter during the course of your studies. This will enable you to improve your curriculum vitae and to develop fundamental skills which will assist you in your future legal career.

HOW TO APPLY: More information on the application process for vacation work, bursaries and/or articles of clerkship is available online.

WEBSITE: www.cliffedekkerhofmeyr APPLY AT: www.apply4law.co.za





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- Articles of Clerkship (2017) Applications close 1 May 2015
- Bursaries (2016) Applications for 2016 close 1 September 2015
- **Winter Vacation Work (July 2015)** Applications close 1 March 2015
- Summer Vacation Work (January 2016) Applications close 1 August 2015





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CORONATION

FUND MANAGERS

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Coronation Fund Managers

Coronation Fund Managers is an independent asset management company that was founded more than 20 years ago in 1993. As a pure fund management business, we know that our people are the heart of our DNA - a group of talented professionals with an extraordinary blend of skills, insights and passion. Headquartered in Cape Town, we are one of the largest managers of third party assets in South Africa. We also have offices in London and Dublin.

WHO WE ARE LOOKING FOR: This is an opportunity to gain invaluable experience at one of the most successful and admired fund management companies in South Africa. There are various internship opportunities throughout the year. The ideal student would have the following: BCom Economics, BCom Accounting, BCom Finance and Investments, BBusSci Finance or any other Finance related degree. We are also looking for individuals who are ambitious, highly energetic and keen to take on additional responsibilities in a dynamic environment. Team effort and accountability is important.

HOW TO APPLY: To apply, please visit coronation.erecruit.co.za

WEBSITE: www.coronation.com APPLY AT: coronation.erecruit.co.za



TYPE OF JOB Legal **DEGREES SOUGHT 0** O Humanities O Science O Health Science O EBE O Commerce LOCATION Umhlanga Ridge, Kwazulu Natal **SA CITIZENSHIP REQUIRED?** Yes O Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 31 December 2015 CAREERS EXPO Law Expo: 5 May 2015

Cox Yeats Attorneys

Cox Yeats a leading firm of attorneys which offers a wide range of commercial and personal legal services. To give the best service to our clients we believe that it is essential to understand their objectives and to deal with their legal affairs in the context of their overall requirements. Our aim is therefore not simply to give the best technical advice, but also to contribute to the development of local and international clients strategy and policy. In giving advice we aim to provide practical and imaginative solutions to clients' problems and to present what can often be complex topics in a clear and non-technical way. Our main focus areas of specialization are Construction and Infrastructure, Maritime International Trade, Insurance, Insolvency, Property, Labour and general Commercial Law. We do not actively pursue work in the fields of Criminal Law, Family Law and MVA.

WHO WE ARE LOOKING FOR: We're seeking confident, excited, positive graduates to join us in offering tailor-made legal solutions of the highest standard. We invite top candidates (LLB) to apply to us for consideration for vacation work or articles.

HOW TO APPLY: To apply for articles 2017 please logon to our careers page on www.coxyeats.co.za to submit your CV.

WEBSITE: www.coxyeats.co.za APPLY AT: www.coxyeats.co.za



Cummins South Africa

Cummins Inc. is a \$18 billion, Fortune 200 company and the world's largest independent producer and distributor of diesel engines and related components. Our continued success globally is predicated on the capability and extent of our product range, our commitment to new technology and the quality of our people.

WHO WE ARE LOOKING FOR: Ability to learn, analyze, and understand business and technical processes; ability to communicate effectively (verbal, written, presentation); ability to develop strong relationships with key customers in the business and a customer-centric view; strong problem solving and analytical skills; effective team work and multitasking skills; demonstrate leadership in all tasks executed; dependable, passionate, caring, agile, decisive & driven to win; basic understanding of manufacturing industry.

HOW TO APPLY: Apply online at careers.cummins.com
WEBSITE: www.cummins.com APPLY AT: careers.cummins.com

TYPE OF JOB

Deloitte

Deloitte is the brand under which in the region of 220,000 professionals in independent firms throughout the world collaborate to provide audit, consulting, financial advisory, risk management, and tax services to selected clients. Deloitte, one of Africa's leading professional services firms, provides these services through nearly 4 000 people in 9 offices in South Africa and 17 cities in Southern Africa. Deloitte is the South Africa member firm of Deloitte Touche Tohmatsu Limited.

WHO WE ARE LOOKING FOR: We are looking for students with a BCom, BSc, BEng qualification. We consider students who are studying Accounting Sciences, IT, Engineering, Maths and Stats, Commerce or similar degrees.

HOW TO APPLY: For CA applications visit www.joindeloitte.co.za For non-CA applications visit www2.deloitte.com/za/en/careers/students. html?icid=top_students **WEBSITE:** www.deloitte.com/za **APPLY AT:** www.deloitte.com/za

CAREERS EXPOS Internship Expo: 14 April 2015 | All Degree: 27 July 2015 | Accounting Expo: 28 July 2015 | Science, Engineering &

Technology Expo: 29 July 2015



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Delta Partners

Delta Partners is the leading Advisory and Investments firm specializing in the telecoms, media and digital industry with offices in the Middle East, Africa, Europe, Asia and North and Latin America. We partner with global and regional telecom providers, digital players and other TMD clients to help them address their strategic challenges. With more than 200 professionals, the group operates globally and covers the emerging and high-growth economies with a unique approach that combines strategic perspectives with a hands-on pragmatic approach. Delta Partners delivers tangible results to clients and investors through its exclusive sector focus on Telecoms, Media and Digital. Our unique combination of Management Advisory, Corporate Finance and Investment Service creates unparalleled value for our clients and business partners.

WHO WE ARE LOOKING FOR: We are interested in students with top academics, excellent communication skills and strong problem-solving and analytical skills.

HOW TO APPLY: Please submit your CV, cover letter and a copy of your transcripts to the relevant vacancies on our career portal. This is accessed through the career page on our website.

WEBSITE: www.deltapartnersgroup.com

APPLY AT: www.deltapartnersgroup.com/careers-delta-partners

Denel Dynamics

Denel Dynamics, a division of Denel SOC Ltd, is an innovative leader in advanced systems technology. Its core business includes tactical missiles, precision guided weapons, unmanned aerial vehicle systems, integrated systems and space solutions. Our products are designed, developed and manufactured in South Africa. Denel Dynamics is a strategic partner of the South African National Defence Force. As South Africa's top engineering intellectuals work for Denel Dynamics, local and international partnerships with educational institutions have been established to create exciting opportunities in the fields of maths, science, engineering and technology. Quality skills transfer, mentoring and bursaries are of key importance to enable retention of South Africas pool of talent while transforming our business and people. Our aim is to build upon our world-class expertise and to keep passing on our intellectual property. The true character of the business of Denel Dynamics is advanced technological prowess and the evolution of innovative ideas into high-quality, reliable and robust products and systems for end-users.

WHO WE ARE LOOKING FOR: We are looking for candidates that are passionate and excited about the development of cutting edge technology. The candidates that we are looking for are either currently studying towards or completing a BSc degree in Mechatronics, Aeronautical, Mechanical, Electronic, Computer or Industrial Engineering.

HOW TO APPLY: Please apply online. **WEBSITE:** www.deneldynamics.co.za **APPLY AT:** www.deneldynamics.co.za



Dentons

Dentons is a global firm driven to provide you with the competitive edge in an increasingly complex and interconnected marketplace. We were formed by the March 2013 combination of international law firm Salans LLP, Canadian law firm Fraser Milner Casgrain LLP (FMC) and international law firm SNR Denton. With exceptional global practices in Energy, Banking and Finance, Real Estate and Insurance, Dentons provides access to top tier legal talents with experience in 24 sectors and 36 practices.

WHO WE ARE LOOKING FOR: Qualifications: LLB. Skills and attributes: commitment to excellence and hard work, strong analytical skills, 'real world' awareness and ability to translate theoretical knowledge in workable business solutions.

HOW TO APPLY: Please submit your CV and cover letter to zaida.abdurahman@dentons.co.za Please include your matric and university transcripts. **WEBSITE:** www.dentons.com **APPLY AT:** zaida.abdurahman@dentons.co.za



TYPE OF JOB Software Testing, Graduate Developer Roles DEGREES SOUGHT O O Humanities O Law O Science O Health Science O EBE O Commerce LOCATION Durban SA CITIZENSHIP REQUIRED? No O Bursaries or Scholarships O Vacation jobs and/or Internships O Graduate Opportunity CLOSING DATE 18 September 2015

Derivco

Derivco is a leading developer of software for the online gaming industry, used on both PC and mobile phones, and is one of the most admired companies in its market sector. This is a company built on the back of a new way of thinking and doing things. We work hard, we work fast, we work smart, we work alone, we work together - we work! While we believe in hard work at Derivco, maintaining a balance is important to us too. There aren't many places in the world where you can go for a surf at lunchtime! Derivco also has a canteen and gym on site, amongst other health facilities. If you are ready for the challenges and rewards you will experience at Derivco and would like an opportunity to work with the best in the industry, we want to hear from you!

WHO WE ARE LOOKING FOR: Computer Science, Mathematics, Computer Engineering, Software Development, Electronic Engineering.

HOW TO APPLY: Please submit your CV, cover letter and academic transcripts to recruitment@derivco.com WEBSITE: www.derivco.com APPLY AT: recruitment@derivco.com



deVere Group

The deVere Group's International Graduate Programme is intensive, fasttrack training over 21 months with the emphasis on sales and marketing, that will turn you from a recent graduate into not only a highly paid, but a fully qualified international wealth-advisory professional within just two years.

WHO WE ARE LOOKING FOR: A zest for life, grit, enthusiasm, competitiveness, independence, tenacity, drive, strong people skills and work ethic

HOW TO APPLY: Submit your CV online.

WEBSITE: deveredestinations-africa.com

APPLY AT: www.deveredestinations-africa.com

Digiata Technology Services

Digiata specializes in business process automation and financial services software applications. We operate within the banking, asset management, retail investment, employee benefits and insurance segments of the financial services industry. We have more than fifteen years of experience in a diverse spectrum of solutions, from simple migrations to enterprise-wide systems integrations and process automation. We also build robust software products which solve problems such as bank and asset reconciliations, payments and collections processing, client account verification and on-boarding, reporting, rapid web dashboard tools, integration tools, workflow tools and more.

WHO WE ARE LOOKING FOR: Programmers with excellent communication skills, who have Bachelors degrees in Computer Science or Electronic Engineering. Familiarity with C#, HTML, JavaScript, relational databases and object databases will be a bonus. We are also looking for Systems Analysts, with database skills, who have Bachelor's degrees in Computer Science or Commerce.

HOW TO APPLY: We will require your CV and university results transcript. Applications for programmer positions can be emailed to devjobs@ digiata.com. Applications for systems analyst positions can be emailed to analystjobs@digiata.com. Applications for internships can be emailed to internships@digiata.com WEBSITE: www.digiata.com APPLY AT: www.digiata.com

TYPE OF JOB Programmer, Systems Analyst DEGREES SOUGHT O O Humanities O Law O Science O Health Science O EBE O Commerce LOCATION Cape Town, Johannesburg SA CITIZENSHIP REQUIRED? Yes O Bursaries or Scholarships O Vacation jobs and/or Internships O Graduate Opportunity CLOSING DATE 31 December 2015

Dimension Data

Dimension Data is a global business that believes in accelerating the ambitions of our clients, our people and communities. For over three decades we have used the power of technology and innovation to transform our clients' organisations. We achieve this by providing ICT solutions and services that deliver real business value to our clients and enable, operate, and transform their businesses. At Dimension Data, we pride ourselves in our winning culture, with the key to our success being our great people delivering exceptional business value to our clients every day. Our values are the cornerstone of who we are and define how we do things. This starts with putting our clients at the centre of everything we do. It also encompasses how we work as a team, how we continually look for more innovative, more relevant ways of creating value and importantly how we always act with integrity, as well as with respect and care for our people, our community and environment. We drive a high performance culture where we settle for nothing less than excellence – personally and professionally. Finally, as a learning organisation - individual growth and personal development is prioritised, encouraged and celebrated. Our accreditation as a Top Employer in South Africa and industry winner in the Technology Services category is testimony to our ongoing focus on building and improving upon our winning culture.

WHO WE ARE LOOKING FOR: We are looking for graduates with strong academic records in a variety of disciplines, including Commerce (Finance, Economics, Marketing, Sales, Management), Engineering and IT. Applicants must be self-starters who are ambitious, co-operative and driven to succeed.

HOW TO APPLY: Please apply via the Graduate Accelerate Programme 2016 job posting on our website or come and meet us at the careers expo. **WEBSITE:** www.dimensiondata.com

APPLY AT: www.dimensiondata.com/careers



TYPE OF JOB IT industry, software design and development **DEGREES SOUGHT O** O Humanities O Health Science Science EBE Commerce LOCATION Cape Town **SA CITIZENSHIP REQUIRED?** No O Bursaries or Scholarships Vacation jobs and/or Internships O Graduate Opportunity **CLOSING DATE 1 July 2015** CAREERS EXPO Internship Expo: 14 April 2015

Effcomm SA

Effcomm SA is a technology development company based in Cape Town, South Africa. Through effective communication we pride ourselves in being effective in solving real business problems and getting the job done. We are in a unique position to focus on the implementation of change and more specifically application development. Effcomm SA runs carefully designed internship programs throughout the year with the intention of finding unique individuals who will fit into our effective service delivery model. We strive to maintain an environment that encourages and develops individuals with the unique characteristics we look for to be able to deliver our functions effectively. At Effcomm SA, we see our employees as our most valuable assets and promote continuous training and development within the company.

WHO WE ARE LOOKING FOR: Applicants should have excellent analytical and mathematical skills, with the ability to work within a team. We are ideally looking for students or graduates majoring in Computer Science, Information Systems and Engineering. The candidate should be driven, flexible, innovative, and confident and be able to adapt to change. The candidate should be responsible with the ability to communicate professionally and not be afraid to take initiative and push the limits of what they are doing. Candidates must be able to co-ordinate with other developers in the team to create reliable, scalable applications, ensuring it is well tested and delivered according to the project schedule.

HOW TO APPLY: Please submit you CV and cover letter to info@effcomm.com **WEBSITE:** www.effcomm.com **APPLY AT:** info@effcomm.com



ARE YOU LOOKING FOR A CAREER IN DATA ANALYTICS?

Eighty20 provides businesses, marketers, policy makers and developmental organisations with strategic and actionable insights underpinned by data and rigorous analysis. Eighty20 has expert knowledge in customer and business analytics with a strong quantitative approach to problem solving. We use sophisticated statistical, data mining and actuarial modelling techniques to generate insights from market, industry and client data. Our economists, MBAs, actuaries, statisticians and marketers provide a unique combination of skills to turn data into insights.

DO YOU HAVE WHAT WE ARE LOOKING FOR?

Eighty20 is looking for the smartest, most innovative and creative graduates to join our team. You should have a first class degree in either Actuarial Science, Statistics, Economics, Mathematics or a related quantitative degree.

CAN YOU SOLVE THIS?

EIGHTY is a six digit number with no repeating digits and no zeros. When divided by 19, 17, 13, 11, or H, the remainders are, respectively, 17, 13, 11, 7 and G.

TWENTY is (another) six digit number with no repeating digits and no zeros (and uses a different key to EIGHTY above). When divided by T, perfect square WE or cube NTY, the remainder is zero.

Can you find EIGHTY TWENTY?

IF YOU ANSWERED 'YES' TO ALL OF THE ABOVE WE'D LIKE TO HEAR FROM YOU

To apply: www.eighty20.co.za/careers

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www.eighty20.co.za



Eighty20 Consulting

Eighty20 provides a wide range of clients with strategic and actionable insights underpinned by data and rigorous analysis. Eighty20 has expert knowledge in customer and business analytics with a strong quantitative approach to problem solving. An industry leader in the online provision of survey data, Eighty20 uses sophisticated statistical, data mining and actuarial modelling techniques to generate insights from market, industry and client data. Our economists, MBAs, actuaries, and statisticians provide a unique combination of skills to turn data into insights.

WHO WE ARE LOOKING FOR: We are looking for candidates with Actuarial Science degrees or other related quantitative degrees. We require graduates with strong quantitative and problem solving skills to join the data analytics and strategic decision modelling practice area of the business. This position will involve working in small project teams for clients in a wide range of industries (for example, Hospitality, Finance, Retail and Telecoms).

HOW TO APPLY: Go to www.eighty20.co.za/careers for more information on how to apply. Please do not submit your CV unless you have completed the role specific challenges on our careers page. Eighty20 accepts applications throughout the year. **WEBSITE:** www.eighty20.co.za **APPLY AT:** www.eighty20.co.za/careers



TYPE OF JOB Law, Tax, Forensics, IP **DEGREES SOUGHT O** O Humanities O Science O Health Science O EBE O Commerce **LOCATION** Johannesburg, Cape Town, Durban, Stellenbosch **SA CITIZENSHIP REQUIRED?** Yes Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE 1 March 2016** CAREERS EXPO Law Expo: 5 May 2015

ENSafrica

ENSafrica is Africa's largest law firm with over 600 practitioners and was established over 100 years ago. The firm has a significant breadth and depth of experience and specialist expertise that spans all commercial areas of law, tax, forensics and IP and benchmarks itself according to international standards whilst retaining a uniquely African focus.

WHO WE ARE LOOKING FOR: We believe our people are problem solvers, always looking for innovative solutions when faced with an obstacle – they challenge the status quo to make things that little bit better or more edgy for our clients. ENSafrica employees are diverse, brave individuals, unfazed by what has been "done before" and what others may think "cannot be done" – they are truly looking to add value and make a difference – to the less fortunate in our society, and to one another.

HOW TO APPLY: Tell us a little about yourself, include: a winning letter of motivation as to why you'd like to join ENSafrica; your comprehensive CV showing your experience to date; all your academic transcripts; a certified copy of your ID document or equivalent; and at least two contactable references. Submit your application and documents online.

WEBSITE: www.ensafrica.com APPLY AT: www.ensafrica.com



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law | tax | forensics | IP





level 2 BBBEE rating

Ericsson

Ericsson is a world-leading provider of telecommunications equipment and services to mobile and fixed network operators. Over 1,000 networks in more than 180 countries use Ericsson equipment, and more than 40 percent of the world's mobile traffic passes through Ericsson networks. Using innovation to empower people, business and society, we are working towards the Networked Society, in which everything that can benefit from a connection will have one. At Ericsson, we apply our innovation to market-based solutions that empower people and society to help shape a more sustainable world. Where will your future lead? Find out at Ericsson, where we give students and recent graduates the freedom to think big – and the support to bring ideas to life. When you join us as a student or young professional you'll enjoy an open, high performance culture that encourages idea generation and thought exploration. In our global, supportive and dynamic environment, you'll acquire new skills and apply them through structured learning, hands-on experience and collaboration with industry experts.

WHO WE ARE LOOKING FOR: We have a number of roles in South Africa and across the region for talented graduates with strong academic capabilities in Engineering, Information Technology/Computer Science and Business/Commerce, as well as support functions. Partnered with your exceptional communication, people skills and leadership experience, your involvement in extra-curricular activities and a willingness to travel will give you the edge to be an Ericsson employee.

HOW TO APPLY: Apply online via jobs.ericsson.com
WEBSITE: www.ericsson.com APPLY AT: jobs.ericsson.com



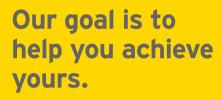
TYPE OF JOB Trainee Accountant (Auditing & Assurance) **DEGREES SOUGHT O** O Humanities O Health Science O Science O EBE Commerce **LOCATION** Cape Town, Johannesburg, Durban **SA CITIZENSHIP REQUIRED?** Yes Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity CLOSING DATE 31 December 2015 **CAREERS EXPO** Accounting Expo: 28 July 2015 **COMPANY SHOWCASE 26 March 2015** 10am-3pm | LS Mezzanine

Ernst & Young

EY is a global multi-disciplinary practice providing Assurance, Advisory, Tax & Transaction services. Our purpose at EY is to build a better working world for our 190,000-strong workforce. We are committed to investing in great people and developing inclusive leaders who can build the highest performing teams across the globe. This commitment to building a distinctive brand through our people has earned EY the #2 ranking in Universum's 2014 World's Most Attractive Employer annual global survey of business students from the world's top academic institutions for the 2nd year in a row.

WHO WE ARE LOOKING FOR: We recruit top students from primarily within the CA stream of courses (BCom Accounting, BBusSci Finance & Accounting and PGDA). EY can offer a superb working environment, thanks to our commitment to flexibility, inclusiveness and development and we are seeking energetic future leaders who are passionate about their chosen career and committed to building a better working world.

HOW TO APPLY: Please visit our careers website and apply online. **WEBSITE:** www.ey.com **APPLY AT:** www.ey.com/za/careers



You know what your goals are. We want to help you reach them. Which is why our goal is to challenge you with opportunities that utilize your unique talents, interests and skills. Building on your strength is just one more way we build a better working world.

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Eversheds

As a growing international law firm, Eversheds has market-leading teams of legal and business advisors across Europe, the Middle East, Africa and Asia. But international influence is only part of our strength. We are also recognised for our innovative thinking, our willingness to challenge industry norms and our client-centred approach to delivering results. This has produced a vibrant career environment - one that offers you the training, resources and opportunities to develop your talent and achieve your full potential.

WHO WE ARE LOOKING FOR: We look for candidates who are currently completing a LLB degree.

HOW TO APPLY: You can apply via our website or by emailing your CV and transcripts to leannecherry@eversheds.co.za

WEBSITE: www.eversheds.com APPLY AT: www.eversheds.co.za



TYPE OF JOB SAICA/SAIPA articles DEGREES SOUGHT O O Humanities O Law O Science O Health Science O EBE O Commerce LOCATION Cape Town, Somerset West, Paarl S SA CITIZENSHIP REQUIRED? Yes O Bursaries or Scholarships O Vacation jobs and/or Internships O Graduate Opportunity CLOSING DATE 31 August 2015

Exceed (Cape Town) Inc

Exceed (Cape Town) Inc is a firm of accountants part of the Exceed Group. We believe that a business succeeds because it comprises of people who live it, dream it and build great plans for the future. The difference is our approach to integrated services. We provide a full range of integrated professional services in collaboration with the Exceed Group and selected strategic partners.

WHO WE ARE LOOKING FOR: Accounting graduates who have completed or are studying toward their Honours and CA (SA) qualification.

HOW TO APPLY: Please submit your CV and cover letter to tamsyn@exceed.co.za. Please include your full academic transcripts. **WEBSITE:** www.exceed.co.za **APPLY AT:** tamsyn@exceed.co.za

TYPE OF JOB Legal **DEGREES SOUGHT O** O Humanities O Science O Health Science O ERE O Commerce **LOCATION** Johannesburg SA CITIZENSHIP REQUIRED? No Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 31 May 2015 CAREERS EXPO Law Expo: 5 May 2015

Fasken Martineau

Fasken Martineau is a leading international law firm with 770 lawyers across Canada, the United Kingdom and South Africa. We believe in longterm career development, focused on continual personal development and work-life balance. The firm's corporate culture is based on teamwork and commitment to our clients, promoting excellence in everything we do. Fasken Martineau is always looking for motivated individuals to join our ranks.

WHO WE ARE LOOKING FOR: For busaries, vacation work programmes and articles, we are looking for students who have performed well in all aspects in their lives and must be in their penultimate or final year of an LLB degree.

HOW TO APPLY: Apply online using the link below.

WEBSITE: www.fasken.com

APPLY AT: fasken.erecruit.co.za/candidateapp/Jobs/Browse.aspx

First National Bank

FNB as a financial institution provides personal, private, business, commercial and corporate banking services to millions of customers. You can be part of a company that offers you a career, not just a job. We offer a wide range of employment options for you to choose from, which means you are bound to find a perfect fit. FNB shares accountability with its employees and provides them with the best possible opportunities to learn and grow. We are breaking new ground with our innovative thinking and challenging our employees to think differently. The foundation of our success is our entrepreneurial culture.

WHO WE ARE LOOKING FOR: IT- BSc Computer Science, BCom Informatics, Information Systems, Computing. Engineering- Industrial, Mechanical, Aeronautical, Mechatronics, Chemical, Electrical, Computer. Quantitative- Actuarial Science, Mathematics and Statistics, Computational and Applied Mathematics. Commerce- Finance, Accounting. Legal/LLB. Personalal attributes: persistent, independent, effective, results orientated and innovative.

HOW TO APPLY: Applications are on the FNB website careers tab. Go to Graduate Recruitment - Apply Now - Register - Upload CV and academic records. WEBSITE: www.fnb.co.za

APPLY AT: www.fnb.co.za/graduates/index.html

TYPE OF JOB **Graduate Opportunities DEGREES SOUGHT** O Humanities Science O Health Science EBE Commerce LOCATION Johannesburg, Durban, Cape Town, Limpopo, Free State, Mpumalanga, North West **SA CITIZENSHIP REQUIRED?** No O Bursaries or Scholarships O Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE 15 August 2015** CAREERS EXPOS All Degree: 27 July 2015 Engineering Expo: 4 August 2015 Africa Expo: 7 May 2015

Are you a round peg in a square hole?



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Engineering, IT, Maths, Stats,

Actuarial or Commerce graduate
offered the opportunity to contribute
to the innovative team at FNB?



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how can we help you?



FirstRand Bank Limited

Talented individuals who love challenges, are motivated to add value and have innovative ideas will always find a home at FirstRand. FirstRand is a leading African financial services business with brands well known for their entrepreneurship and innovation: FNB, RMB, WesBank and Ashburton Investments. Each of the brands is united by a shared philosophy and a unique owner manager culture that empowers and mandates teams to make a serious impact in the financial services field – and on the world. We select exceptional students for a two unique programmes (one for CAs, one for Quants) that gives them hands on, on the job experience in all aspects of banking, investments, finance and financial services: A 4-in-1 experience for exposure, experience, skills and knowledge.

WHO WE ARE LOOKING FOR: The programme is open to applicants who have completed, or are in their final year of a BCom/ BBusSci Accounting. Interested applicants should note that trainees are required to serve their articles in Johannesburg.

HOW TO APPLY: All interested applicants for the CA Training programme, Winter School, Bursary and the Quants Graduate Programme are required log onto www.my4inl.com to apply. **WEBSITE:** www.firstrand.co.za **APPLY AT:** www.my4inl.com

TYPE OF JOB

Frost & Sullivan

Frost & Sullivan enables clients to accelerate growth and achieve best-inclass positions in growth, innovation and leadership – through industry research, market forecasting and management consulting across Africa. We leverage 50 years of experience in partnering with Global 1000 companies, emerging businesses and the investment community from over 40 offices on six continents.

WHO WE ARE LOOKING FOR: We are looking for graduates who possess a degree that is aligned with the respective industry they wish to research/cover: ICT, Energy, Transport, ICT, Economics, Commerce, Engineering, Chemicals, Materials, Health, etc. Key skills include strong client focus, good knowledge / strong interest in the respective industry, excellent English verbal and writing skills, organised, strong work planner with focus on timely delivery.

HOW TO APPLY: Please submit an updated CV along with your transcripts to hr.africa@frost.com **WEBSITE:** www.frost.com **APPLY AT:** hr.africa@frost.com

DEGREES SOUGHT
O Humanities O Law
O Science O Health Science
O EBE O Commerce

LOCATION Cape Town
SA CITIZENSHIP REQUIRED? No
O Bursaries or Scholarships
O Vacation jobs and/or Internships
O Graduate Opportunity

CLOSING DATE 18 December 2015

CAREERS EXPO Business, Finance & Management Expo: 03 August 2015

Fruitways Group

Fruitways specialises in the growing, packing and marketing of apples and pears to selected retailers, traders and wholesalers around the globe. We are leaders in adopting advanced technologies and techniques in production, packing and storage. We pride ourselves on delivering quality fresh fruit to our customers and exceeding their expectations with our service. In addition to this, Fruitways also strive to attract, develop and retain talented employees at all levels and be the employer of choice in our industry.

WHO WE ARE LOOKING FOR: We are looking for innovative, customer orientated and adaptable candidates who enjoy a fast paced working environment. We focus on hiring people with the right attitude in line with our company culture and train the needed skills. Academic qualifications include: all fields of Agriculture; Industrial, Mechanical and Electrical Engineering; Logistics/Supply Chain; Commercial; Human Resources; Finance: IT: and BSc.

HOW TO APPLY: Please submit your CV and cover letter to careers@fruitways.co.za **WEBSITE:** www.fruitways.co.za **APPLY AT:** careers@fruitways.co.za



TYPE OF JOB Railway, Signal or Electro Technical Engineer **DEGREES SOUGHT 0** O Humanities O Health Science O Science FRF O Commerce **LOCATION** Johannesburg SA CITIZENSHIP REQUIRED? No Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 31 December 2015 **CAREERS EXPO** Science. Engineering & Technology Expo: 29 July 2015

Gear Group S.A

GEAR GROUP provides rail safety and signalling services and infrastructure solutions to the railway sector as well as telecommunications infrastructure solutions on the African continent. We understand that rail in Africa is challenging and unique, and our flexible and cost-effective solutions are designed specifically for this severe rail environment. Our products are type approved and used by the largest rail operators in Africa. Working closely with our customers, their investors and with the rail safety always in mind, GEAR GROUP identifies and delivers suitable and affordable solutions to meet individual project requirements throughout the African continent.

WHO WE ARE LOOKING FOR: BSc Eng in Electronics, Electrical Engineering, Telecommunications. Graduates that want to receive training at our company to pursue a career as a Railway engineer, Signal engineer or Electro Technical engineer.

HOW TO APPLY: E-mail your application to info@gearholdings.com **WEBSITE:** www.gearholdings.com **APPLY AT:** info@gearholdings.com



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ENGINEERS, SCIENTISTS, TEACHERS, LEADERS AND DOERS UNITED BY A COMMON GOAL: MAKING THINGS WORK BETTER FOR ALL. IT'S WHY WE COME TO WORK EVERY DAY—TO MAKE GOOD ON OUR MISSION TO MOVE, CURE, POWER AND BUILD THE WORLD



ge.com/careers





General Electric

GE (NYSE: GE) works on things that matter. The best people and the best technologies taking on the toughest challenges. Finding solutions in energy, health and home, transportation and finance. Building, powering, moving and curing the world. Not just imagining. Doing. GE works.

WHO WE ARE LOOKING FOR: We are looking for graduates who are energetic and eager to learn. Candidates must be able to work under pressure as GE is a highly competitive environment. Candidates to have good work ethic, computer literacy and MS Excel proficiency.

HOW TO APPLY: Apply online. Applicants can also email CVs together with their academic transcripts to Sharon.Rasekwela@ge.com **WEBSITE:** www.ge.com **APPLY AT:** www.ge.com/careers





Genesis Analytics

Genesis Analytics is a consulting firm that advises governments and companies in emerging markets on competition, strategy, regulation, development, Infrastructure and PPPs, Agribusiness and Market Development, as well as the application of behavioural economics.

WHO WE ARE LOOKING FOR: Genesis is looking for graduates with an excellent academic record (65% and above) and Economics as a major at a Masters level. We look for graduates who are excellent problem solvers, are critical and innovative in their thinking, are leaders, passionate and results driven.

HOW TO APPLY: Your application must consist of: a motivational letter; comprehensive CV; two reference letters; academic transcripts (certified copies) for all years of study; certified copy of South African ID; and an assignment from the current year of study. Applications for South Africa should be sent to recruitment@genesis-analytics.com

WEBSITE: www.genesis-analytics.com
APPLY AT: recruitment@genesis-analytics.com

TYPE OF JOB Analyst **DEGREES SOUGHT O** O Humanities Science O Health Science ERF Commerce LOCATION Johannesburg SA CITIZENSHIP REQUIRED? No O Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 31 December 2015 **CAREERS EXPO** Business, Finance & Management Expo: 03 August 2015

Global Advisors

Global Advisors is a strategy and management consulting boutique founded in 2005 in Johannesburg South Africa. We have experience across industry sectors -from mining to manufacturing to media, to investment banking, to electricity. We partner with clients to confront their most important issues through analysis, diagnosis, strategy, and implementation planning through to delivery. We remain a boutique consultancy, offering holistic services and industry knowledge through an international network of experts and partners. This also allows us to scale to deliver large transformation projects.

WHO WE ARE LOOKING FOR: Analysts have an undergraduate and preferably an Honours degree in Finance, Accounting, Economics and Information Systems majors. Successful hires show maturity, initiative, confidence and humility, have a balanced outlook and intellectual curiosity. The hiring decision is based on academic achievement, and sporting and cultural involvement, the interview process and whether the candidate possesses the potential to grow within Global Advisors, take on more senior roles and fit with our values. Successful hires must have a record of exceptional performance, consistently placed in the top 10% of their university class over their undergraduate and postgraduate career.

HOW TO APPLY: Students must complete the online application form at www.globaladvisors.biz/uct **WEBSITE:** www.globaladvisors.biz **APPLY AT:** www.globaladvisors.biz/uct

Grant Thornton

Grant Thornton is one of the world's leading organisations of independent assurance, tax and advisory firms. These firms help dynamic organisations unlock their potential for growth by providing meaningful, actionable advice through a broad range of services. Over 31,000 Grant Thornton people, across 100 countries, are focused on making a difference to clients, colleagues and the communities in which we live and work.

WHO WE ARE LOOKING FOR: We're driven by independent and dynamic thinkers throughout the firm, so if you are a like-minded professional then apply to one of our Graduate Trainee programmes (SAICA and SAIPA).

HOW TO APPLY: Please apply online at www.gt.co.za/your-career or email your CV, academic records and copy of your ID to cv@za.gt.com **WEBSITE:** www.gt.co.za **APPLY AT:** cv@za.gt.com

TYPE OF JOB **SAICA and SAIPA Training Programmes DEGREES SOUGHT** O Humanities O Science O Health Science O EBE Commerce **LOCATION** Johannesburg, Cape Town, Pretoria, Durban, Port Elizabeth, George, Nelspruit, Polokwane, Bloemfontein **SA CITIZENSHIP REQUIRED?** Yes Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 16 December 2015 **CAREERS EXPO** Accounting Expo: 28 July 2015 **COMPANY SHOWCASE** 23 April 2015 10am-3pm | LS Mezzanine

Reason says: admire the difference.

Instinct says: cherish the individual.

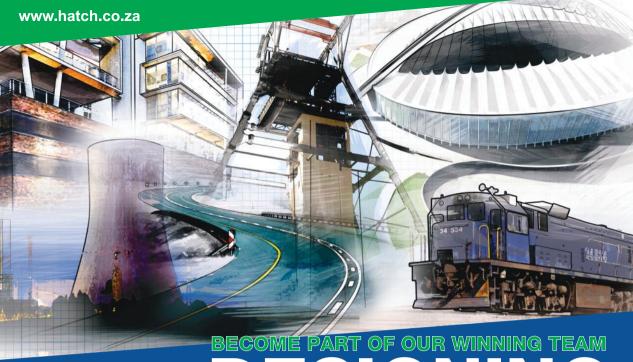
At Grant Thornton, we recruit people with a passion for business, who combine reason and instinct to give the kind of advice that makes a real difference to the organisations they work with.

They know it's about more than just the numbers, it's about enjoying tough challenges, seeking out opportunities and adding real value to our clients by unlocking their potential for growth.

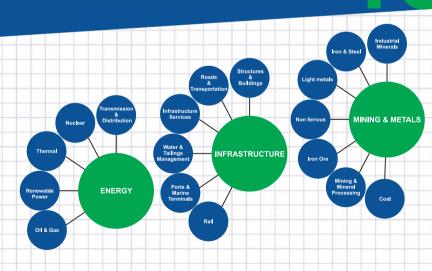


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Sibongile Kubheka - Tel (011) 239 5300

To apply for a graduate position or a bursary visit www.hatch.co.za, click on the Careers Page or scan the QR code.

CLOSING DATE 31st August 2015

We're engineers. We're consultants. We're project and construction managers.

(Mining & metals, energy and infrastructure)

We have served our clients for over 80 years, we have project experience in more than 150 countries and 11 000 employees globally in 65 offices on six continents.

In Africa, with over 1200 employees, we operate from six principal offices in Gauteng, Eastern Cape, Western Cape and Kwa-Zulu Natal.

Disciplines include:

- Civil / Structures
- Mechanical
- Electrical
- Electronic Chemical
- Industrial



Hatch Goba (Pty) Ltd

Hatch Goba is an employee-owned, multidisciplinary professional services firm that delivers a comprehensive array of technical and strategic services, including consulting, information technology, engineering, process development, and project and construction management to the Mining, Metallurgical, Energy, and Infrastructure sectors. Hatch has served clients for over 80 years and has project experience in more than 150 countries around the world. With 11,000 people in over 65 offices, the firm has more than \$35 billion in projects currently under management.

WHO WE ARE LOOKING FOR: Graduates and bursars with the following skills and qualities: A strong academic record with an average of 65%; leadership and teamwork skills; advanced analytical and problem solving skills; an ability to think laterally and innovatively; and a passion and drive to make a real difference. We recruit graduates and bursars from all disciplines, but we particularly welcome graduates from: Chemical and Process Engineering; Civil and Structural Engineering; Electrical Engineering: Mechanical Engineering: Mining; and Industrial Engineering.

HOW TO APPLY: Please submit your applications to our Careers Page. **WEBSITE:** www.hatch.co.za **APPLY AT:** www.hatch.co.za





Hilti South Africa

Hilti South Africa is not only a leader in providing leading edgetechnology to construction professionals, but is also ranked the no. 1 Company in the Construction Services Industry. Hilti products, systems and services offer the construction professional innovative solutions with outstanding added value. The headquarters of the Hilti Group is in Schaan in the Principality of Liechtenstein.

WHO WE ARE LOOKING FOR: We are always in search of graduates and professionals that strive for excellence and an international career. We offer opportunities in Sales, Marketing, Engineering and Project Management in the Construction, Africa and Energy and Industry sectors. We are currently in search of talented champions that are hungry for not just a job, but more importantly, a career with the leading company in the industry.

HOW TO APPLY: Visit our website on www.hilti.co.za to register your CV and apply for a suitable position. For the applications, please provide a one page motivation letter as well as your CV. For any further queries, please contact Natasha.Galli@hilti.com **WEBSITE:** www.hilti.co.za **APPLY AT:** www.hilti.co.za

TYPE OF JOB Legal **DEGREES SOUGHT O** O Humanities O Science O Health Science O EBE O Commerce **LOCATION** Johannesburg - Sandton SA CITIZENSHIP REQUIRED? Yes O Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE 23 October 2015** CAREERS EXPO Law Expo: 5 May 2015 **PRESENTATION** 4 May 2015 | 1pm | Kramer LT2

Hogan Lovells

We are a firm of ambitious, confident people and we are committed to developing the highest quality business lawyers. With over 40 offices worldwide, and some of the world's most prestigous organisations as clients, you will have the opportunity to work on complex deals and take on significant responsibility. Our practice areas span across corporate, finance, real estate and litigation as well as specialist areas.

WHO WE ARE LOOKING FOR: LLB degree essential. We're looking for talented, motivated individuals who will embrace our vision and ambition and add value to our business. We've created a workplace in which the right people flourish: an exhilarating environment in which responsibility is given early, but always with the support of the people around you when you need it. Candidates should have: excellent communication skills, both verbal and written; good interpersonal skills; excellent academics; good analytical, problem solving and negotiation skills; ability to conduct research; excellent time management skills; strong work ethic and client centric; and a team player.

HOW TO APPLY: To apply visit careers.hoganlovells.com Ensure the following documentation is included in your application: CV, ID, academic transcripts to date and written references. **WEBSITE:** www.hoganlovells.com **APPLY AT:** careers.hoganlovells.com

HomeChoice Holdings Limited

The HomeChoice Group is the largest home shopping retailer in Southern Africa, selling homeware merchandise and financial services products to the expanding urban middle-income mass market. Established in Cape Town in 1985, the group has evolved from a start-up mail order business into an omni-channel home shopping retailer with a customer base of more than one million people. Marketing channels include direct mail through the catalogue, electronic channels such as the Internet, mobile phone and electronic mail, and telemarketing through inbound and outbound call centres. HomeChoice is SA's no.1 home-shopping retailer offering an extensive range of household textiles and homeware merchandise. FoneChoice is a direct-marketing start-up business, selling tablets, laptops, gaming consoles and mobile smartphones. FinChoice is the financial services company of the group specialising in loan products.

WHO WE ARE LOOKING FOR: Candidates should have: a numerate degree e.g.: BCom, BEng, BSc; advanced computer literacy skills with a high proficiency in MS Excel; the ability to integrate and interpret numerical and statistical information; a strong can-do attitude and an energetic positive approach; and a solid work ethic and a passion for direct marketing and retail or financial services.

HOW TO APPLY: Visit our "current vacancies" on our Careers Zone at www.homechoiceholdings.co.za and apply online. Only online applications will be considered and successful candidates will be contacted. **WEBSITE:** www.homechoiceholdings.co.za

APPLY AT: www.homechoiceholdings.co.za/careers/vacancies.asp

TYPE OF JOB

eCommerce, Marketing, Merchandise, Information Technology, Finance, Credit Risk, Customer Analytics, Logistics

DEGREES SOUGHT

- O Humanities
- 0.159
- Science
- O Health Science
- EBE
- Commerce

LOCATION Cape Town



SA CITIZENSHIP REQUIRED? Yes

- O Bursaries or Scholarships
- O Vacation jobs and/or Internships
- Graduate Opportunity

CLOSING DATE 31 December 2015

CAREERS EXPOS All Degree: 27 July 2015 Science, Engineering & Technology Expo: 29 July 2015







Where will your talent take you?



Hogan Lovells is one of the world's top 10 legal practices. Our global reach and exceptional breadth of practice ensures a broad, enriching experience for graduate candidate attorneys. With a spectrum of practice areas to explore, a prestigious client list and a positive, open culture, our focus is to enable candidate attorneys to become lawyers, and lawyers to become leaders.

We help graduates transform ambition and potential into a world-class career. Apply for articles and vacation work online at

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Horwath Zeller Karro

Crowe Horwath International is one of the 10 largest global networks of independent accounting and advisory services firms. Horwath Zeller Karro (HZK) is a member of Crowe Horwath International, an international network of independent accounting and advisory service firms. The network consists of 640 offices in more than 100 countries around the world. HZK is a medium sized firm that originated in 1937. We are situated in the CBD and have 6 partners that are knowledgeable in their area of expertise and are well connected.

WHO WE ARE LOOKING FOR: PGDA and BCom Accounting degrees.

HOW TO APPLY: Email your application to recruitment.ct@crowehorwath.co.za WEBSITE: www.crowehorwath.com APPLY AT: recruitment.ct@crowehorwath.co.za

Incline Marketing Solutions

Incline Marketing Solutions is a Marketing Analytics company. We work predominantly with retailers, banks and insurance companies in the area of understanding consumers, their behaviours and what drives their purchasing patterns using data. We have a groundbreaking, scientific approach to marketing that has proven results. Incline builds predictive models that allow us to help our clients decide the how, when and where of spending their advertising budget to ensure they get the best response rate achievable per rand of advertising budget spent.

WHO WE ARE LOOKING FOR: We are looking for graduates with strong analytical and logical skills for our analyst positions. A degree with a minimum of 2 years in Mathematics or Statistics is essential. We are also looking for software developers with an appropriate software development or IT degree. Successful applicants will enjoy working in a self-motivated, challenging and humour filled environment.

HOW TO APPLY: Please submit your CV to recruitment@incline.co.za or go to www.incline.co.za **WEBSITE:** www.incline.co.za **APPLY AT:** www.incline.co.za

TYPE OF JOB Analysts, Software Developers **DEGREES SOUGHT** O Humanities Science O Health Science EBE Commerce **LOCATION** Cape Town **SA CITIZENSHIP REQUIRED?** No O Bursaries or Scholarships O Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** Ongoing **CAREERS EXPO** Science, Engineering & Technology Expo: 29 July 2015

Integration Point

Integration Point develops trade management applications on a core platform, allowing customers to address numerous compliance issues simultaneously, through the integration of various products. Organizations can start with any one of the trade management applications and build as their Import/ Export needs grow. With a secure, consistent, web-based user interface across applications, users can easily learn and use new functionality. Integration Point manages more than \$400 billion in trade across more than 165 countries. The company has 17 branches worldwide with a staff complement of more than 500 employees.

WHO WE ARE LOOKING FOR: We are looking for graduates with BCom Information Systems / BSc Computer Science (BSc CompSci) / BEng. Studies including subjects such as Mathematics, Statistics, International Trade & Finance, Global Supply Chain Management and Indirect Tax will be beneficial

HOW TO APPLY: Please submit your CV and cover letter to careersza@integrationpoint.com or marian.olivier@integrationpoint.com WEBSITE: www.IntegrationPoint.com APPLY AT: careersza@integrationpoint.com

TYPE OF JOB Software Developers, Software Analysts, Business Analysts, Systems Analysts **DEGREES SOUGHT** • O Humanities O Law O Health Science Science EBE Commerce **LOCATION** Cape Town **SA CITIZENSHIP REQUIRED?** Yes O Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 31 December 2015 **CAREERS EXPOS** Science, Engineering & Technology Expo: 29 July 2015 | Business, Finance & Management Expo: 3 August 2015

TYPE OF JOB Financial Consultant, Financial Planning Representative, Negotiations Consultant, **Financial Control Consultant DEGREES SOUGHT 0** O Humanities O Science O Health Science O FRE Commerce ♠ LOCATION Cape Town SA CITIZENSHIP REQUIRED? Yes O Bursaries or Scholarships O Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 31 July 2015 **CAREERS EXPO** Business, Finance & Management Exp: 03 August 2015

Intelligent Debt Management Group

Founded in 2004, the Intelligent Debt Group (IDM) Group has established itself as South Africa's leading debt management business. We pride ourselves on providing the best debt counseling and financial solutions to South African consumers. To date, we have assisted more than 30,000 clients. As industry leader in debt counselling and the financial services industry, IDM believes passionately in the role of debt counselling for all over indebted South Africans. Our debt counselling services, led by award-winning DebtBusters and Consumer Debt Help, have grown tremendously in the last few years.

WHO WE ARE LOOKING FOR: We are looking for graduates with strong academics in a business-related discipline with majors in Finance, Economics and Management Accounting. Strong analytical, numeracy and communication skills.

HOW TO APPLY: Please email your CV along with motivational letter to hr@intelligentdebtgroup.co.za **WEBSITE:** www.intelligentdebtgroup.co.za **APPLY AT:** hr@intelligentdebtgroup.co.za



Around the World ... We Grow!

Integration Point is the leader in solving and managing the issues of cross border trading. Founded in 2002 and headquartered in the USA, Integration Point employs more than 500 team members across every major continent to ensure clients combine best practices with global standards when deploying a trade management platform.

We are looking for top talent – are you one of them?

Integration Point brings together very talented people who are:

- 1. Energetic with an entrepreneurial spirit
- 2. Driven to creating your own career path
- 3. Enjoy working in a vibrant culture where ideas are recognized

We hire individuals with degrees in:

- Computer Science, Information Systems, MIS majors
- · International Business majors
- Global Supply Chain/Supply Chain Logistics majors
- Mathematics majors with some Computer Science courses
- Statistics majors with some Computer Science courses

You will be using the following technologies:

- Web-based software platform
- SQL
- C# /VB.Net

For future consideration, please submit resumes to CareersZa@IntegrationPoint.com



One Trade Platform | Globally

Investec Asset Management

Investec Asset Management provides investment products and services to institutions, advisory clients and individuals. Our clients include pension funds, central banks, sovereign wealth funds, insurers, foundations, financial advisers and individual investors. We strive to support our employees to reach their full potential. We remain open minded to people expanding their roles, moving jobs and changing their career paths. We employ highly curious and self-motivated individuals and we believe it is this constant opportunity for new challenges within the organisation that has resulted in our high proportion of long standing employees.

WHO WE ARE LOOKING FOR: Our program is open to students who are completing/completed any degree with a particular interest in BCom, BBusSci, Engineering, Mathematics/Statistics or Actuarial Science. Must have demonstrated academic excellence with an average of 65% achieved in all subjects at university; have achieved a minimum 65% pass in English and Core Mathematics in Grade 12; and demonstrate leadership and participation in sporting and/or cultural activities.

HOW TO APPLY: Apply online at www.investecassetmanagement.com/ graduate. Ensure that you have the following: certified copies of your ID, academic transcripts and your grade 12 certificate.

WEBSITE: www.investecassetmanagement.com **APPLY AT:** www.investecassetmanagement.com/graduate



TYPE OF JOB Banking, Finance, Wealth, Audit, Operational Risk, Contact Centre **DEGREES SOUGHT 0** Humanities O Law Science O Health Science O EBE Commerce ■ LOCATION Johannesburg SA CITIZENSHIP REQUIRED? Yes O Bursaries or Scholarships O Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 31 August 2015 CAREERS EXPOS All Degree: 27 July 2015 Business, Finance & Management Expo: 3 August 2015

Investec Bank Limited

Investec is an international specialist bank and asset manager that provides a diverse range of financial products and services to a niche client base in three principal markets, the United Kingdom, South Africa and Australia as well as certain other countries. The group was established in 1974.

WHO WE ARE LOOKING FOR: Degrees: BBusSci, BCom, Humanities. We look for: unconventional thinking; goal driven; ambition combined with passion and energy; natural confidence; a hunger to learn and succeed; an inquisitive mind; inherent team player; strong academic background; and engagement in the community.

HOW TO APPLY: Apply online. **WEBSITE:** www.investec.com **APPLY AT:** www.investec.co.za/about-investec/careers



Investec Bank Limited - CA Programme

The three-year Investec CA Programme offers you a learning path to develop the financial skills required to qualify as a Chartered Accountant and the personal and professional skills to excel as a business leader.

WHO WE ARE LOOKING FOR: To be eligible for our CA Programme you need a relevant SAICA-accredited undergraduate degree and be registered or eligible to register for a CTA, PGDA or Honours in Accounting.

HOW TO APPLY: Apply online. Attach your CV, matric certificate, academic transcripts, ID and a headshot of yourself.

WEBSITE: www.investec.com

APPLY AT: www.investec.com/CAprogramme

IPREO

IPREO is a global leader in providing market intelligence, data, and technology solutions to all participants in the global capital markets, including sell-side banks, publicly traded companies, and buy-side institutions. IPREO is the only financial services provider to offer solutions to all participants across all security types for the Equity, Fixed Income and Municipal markets. Ipreo is a company with more than 700 employees supporting clients in every major financial center around the world. Imagine a job where you... work directly with senior managers on a regular basis; have a meaningful impact on the mission-critical products and services that clients rely on every single day and collaborate with colleagues across business lines and regions. IPREO – Where Silicon Valley and Wall Street Meet.

WHO WE ARE LOOKING FOR: Bachelors Degree or working towards it, preferably with a concentration in Business, Finance or Economics. However, all majors will be considered.

HOW TO APPLY: Email your application to recruitmentct@ipreo.com **WEBSITE:** www.ipreo.com **APPLY AT:** recruitmentct@ipreo.com





The IRBA is committed to its role as protector of the greater good of the country by requiring complete transparency in all company and financial submissions. If you are interested in revealing things as they are, no matter who or what is at stake, you should consider becoming a Registered Auditor (RA).

For more information, call 087 940 8800, email edutrain@irba.co.za or visit www.irba.co.za today.



TYPE OF JOB **Management Consultant DEGREES SOUGHT O** O Humanities Science O Health Science ERF Commerce **LOCATION** Johannesburg **SA CITIZENSHIP REQUIRED?** No O Bursaries or Scholarships O Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 31 August 2015 **CAREERS EXPOS** Science, Engineering & Technology Expo: 29 July 2015 | Business, Finance & Management Expo: 3 August 2015

IQ Business

At IQ Business we are redefining management consulting to be more responsive to our client challenges across strategy, people, process, technology, risk and accounting. Whether these changes can be tackled by leveraging research from IQ Business and our partners, assigning IQ consulting teams to design and implement solutions, or contracting point expertise to fill a skills gap, we will ensure that our clients overcome their business challenges. We continually look inward, creating an existing environment where employees experience individual growth.

WHO WE ARE LOOKING FOR: We are seeking graduates with the following qualifications (Honours level would be preferred): BCom, BBusSci, Finance, Quantitative Risk Degrees (Mathematics and Statistics), and BSc Degrees with the following subject majors: Computer Science, Information Technology, Information Systems, Industrial Engineering and Risk Management and Human Resources Management.

HOW TO APPLY: Apply online at www.iqrecruit.co.za **WEBSITE:** www.iqbusiness.co.za **APPLY AT:** www.iqrecruit.co.za

TYPE OF JOB

IRI Aztec

IRI-Aztec SA is the leading supplier of data information services to the FMCG industry in South Affrica. We source, process, analyse and interpret transactional data and consumer behaviours to deliver meaningful market intelligence which helps our clients make informed decisions about their business, brand, product and marketing strategies. Information Resources, Inc. (IRI), is a global leader in delivering powerful market and shopper information, predictive analysis and the foresight that leads to action. We go beyond the data to ignite extraordinary growth for our clients in the CPG (FMGC), retail and over-the-counter healthcare industries by pinpointing what matters and illuminating how it can impact their businesses across sales and marketing.

WHO WE ARE LOOKING FOR: We are looking for graduates with strong analytical skills preferably with a Business Science or Marketing degree.

HOW TO APPLY: Please send all applications / CVs to recruitment@aztecsouthafrica.com
WEBSITE: www.iriaztec.co.za APPLY AT: www.iriaztec.co.za

Client Service, IT, Data Analysts

DEGREES SOUGHT O
O Humanities O Law
O Science O Health Science
O EBE O Commerce

LOCATION Cape Town and
Johannesburg
SA CITIZENSHIP REQUIRED? Yes
O Bursaries or Scholarships
O Vacation jobs and/or Internships
O Graduate Opportunity

CLOSING DATE 30 November 2015

CAREERS EXPO All Degree: 27 July 2015

iThemba LABS, NRF

The National Research Foundation (NRF) supports and promotes research and human capital development through funding, the provision of National Research Facilities and science outreach platforms and programmes to the broader community in all fields of science and technology, including natural science, engineering, social science and humanities. The iThemba Laboratory for accelerator based sciences is a group of multidisciplinary research laboratories administered by the NRF. Based at two sites in the Western Cape and Gauteng, these provide facilities for: Basic and applied research using particle beams; Particle radiotherapy for the treatment of cancer; and the supply of accelerator-produced radionuclides for medical and industrial applications.

WHO WE ARE LOOKING FOR: Mechanical Engineering; Electrical Engineering; BEng (Electrical and electronic); BEng (Mechanical); BEng (Mechatronics); BSc Computer Science); Honours: Medical Physics.

HOW TO APPLY: Submit your CV online. **WEBSITE:** www.tlabs.ac.za **APPLY AT:** www.nrf.ac.za/work-nrf



TYPE OF JOB Retail and Management DEGREES SOUGHT 0 Humanities O Science O Health Science O EBE Commerce LOCATION Johannesburg, Cape Town, Port Elizabeth and Durban **SA CITIZENSHIP REQUIRED?** No O Bursaries or Scholarships O Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 31 December 2015 **PRESENTATION DATE** 11 August 2015 | 1pm | LS 3B

ITX Fashion Retail South Africa Pty (Ltd) t/a ZARA

Inditex is one of the world's largest fashion retailers with eight brands, including Zara and Zara Home. We have over 6,460 stores throughout the world. We are inspired by a responsible passion for fashion and, above all by our customers.

WHO WE ARE LOOKING FOR: We are looking for graduates who are interested in developing a career in fashion retail. We are happy to assist candidates with part-time work during their studies or full-time work after they have completed their studies.

HOW TO APPLY: Submit your CV to info.za@inditex.com **WEBSITE:** www.joinfashioninditex.com **APPLY AT:** info.za@inditex.com

TYPE OF JOB Software Developer **DEGREES SOUGHT O** O Humanities Science O Health Science ERF O Commerce LOCATION Cape Town SA CITIZENSHIP REQUIRED? No Bursaries or Scholarships O Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** Ongoing **CAREERS EXPO** Science, Engineering & Technology Expo: 29 July 2015

j5 International (Pty) Ltd

Founded in 1985, j5 International (formerly St James Software) is a software development company that produces solutions for Operations Management in the industrial market. Our flagship product, j5, is a global market leader used in industrial sites around the world in a variety of industries including: petrochemical refineries, pipelines, power utilities. mines, nuclear research and manufacturing. Our partners comprise of global players in Australia, Japan, Singapore, Europe, USA, the Middle East and South America. Our development house is based in Cape Town. where our dynamic and diverse team work alongside our international partners breaking new ground in a fast paced and exciting industry.

WHO WE ARE LOOKING FOR: We are looking for excellent candidates with one of the following qualifications: BSc Maths, Applied Maths, Computer Science, Engineering (with Computer Science major).

HOW TO APPLY: E-mail your CV, cover letter and academic transcripts to jobs@i5int.com or apply online. WEBSITE: www.i5int.com APPLY AT: www.i5int.com/careers

Johnson & Johnson

Caring for the world, one person at a time... inspires and unites the people of Johnson & Johnson. We embrace research and science - bringing innovative ideas, products and services to advance the health and well-being of people. Employees of the Johnson & Johnson Family of Companies work with partners in health care to touch the lives of over a billion people every day, throughout the world. Our Family of Companies comprises of: the world's sixth-largest consumer health company; the world's largest and most diverse medical devices and diagnostics company; the world's sixth-largest biologics company; and the world's sixth-largest pharmaceuticals company.

WHO WE ARE LOOKING FOR: We are looking for dynamic, innovative, analytical thinkers who are able to embrace the CREDO and business culture of our organization. The qualifications that we require are Industrial-, Chemical- and Mechanical Engineering, Mechatronics, Analytical Chemistry, Logistics and Pharmacy studies

HOW TO APPLY: All CVs for internships can be sent to hionkers@its.ini.com for both East London and Cape Town. Interviews will be conducted with shortlisted candidates. Telephonic and Skype interviews wll be arranged for those who are not resident in the specific location. **WEBSITE:** www.jnjsouthafrica.co.za APPLY AT: hjonkers@its.jnj.com

Manufacturing within the Production area, Pharmacy and Maintenance. Possible positions in Communications, Finance, Logistics and Analytical Chemistry

TYPE OF JOB

DEGREES SOUGHT

O Humanities Science

Olaw

O Health Science EBE Commerce

LOCATION Cape Town and

SA CITIZENSHIP REQUIRED? No

O Bursaries or Scholarships

Vacation jobs and/or Internships

Graduate Opportunity

CLOSING DATE 28 August 2015

CAREERS EXPO

Engineering Expo: 4 August 2015



MEET KPNG















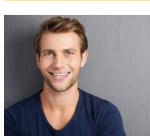














Korbitec (Pty) Ltd

Korbitec, a leading South African software development house, aims to research, develop and deliver innovative solutions locally and internationally.

WHO WE ARE LOOKING FOR: BSc Computer Science (3rd year, Hons, Masters) and BCom Information Systems (3rd year, Hons, Masters).

HOW TO APPLY: Submit CV with academic results to developing@korbitec.com **WEBSITE:** www.korbitec.com **APPLY AT:** developing@korbitec.com

KPMG

KPMG is a global network of professional firms providing Audit, Tax and Advisory services. In South Africa, KPMG has 12 offices with over 3 000 staff and more than 250 Partners which makes us one of the largest Audit, Tax and Advisory firms in the country. KPMG is a great place to work because of our people. They hail from all walks of life and display a diversity of backgrounds, diversity of experience and a diversity of minds. That is what makes us unique.

WHO WE ARE LOOKING FOR: KPMG's graduate programmes offer recent graduates the opportunity to complete training in several areas of our business. Each training programme is designed to teach you the skills you need to lay the best possible foundation for your career. To find out more visit joinkpmg.co.za

HOW TO APPLY: Apply online at joinkpmg.co.za **WEBSITE:** www.kpmg.co.za **APPLY AT:** www.joinkpmg.co.za

TYPE OF JOB Graduate Programmes DEGREES SOUGHT O Humanities O Science O Health Science O EBE Commerce **LOCATION** Various **SA CITIZENSHIP REQUIRED?** Yes Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** Ongoing CAREERS EXPOS All Degree: 27 July 2015 Accounting Expo: 28 July 2015 **COMPANY SHOWCASE** 12 March 2015 10am-3pm | LS Mezzanine

Lafarge

Located in 64 Countries with 65000 employees, Lafarge is a world leader in building materials, with top-ranking position in its Cement, Aggregates & Concrete businesses. In South Africa, the company manufactures and supplies cement, aggregates, readymixed concrete, gypsum plasterboard and interior building fittings. Ash resources is a subsidiary of Lafarge and South Africa's leading manufacturer and supplier of fly ash products.

WHO WE ARE LOOKING FOR: We are looking for students from Engineering, Marketing, HR & Finance disciplines.

HOW TO APPLY: Download an application form online.

WEBSITE: www.lafargesouthafrica.co.za

APPLY AT: www.lafarge.co.za/careers



TYPE OF JOB Professional Assistants, Supervisory Professional Assistants, Principal Attorneys, Justice Centre Executives **DEGREES SOUGHT 0** O Humanities O Science O Health Science O FRE O Commerce **LOCATION** Various SA CITIZENSHIP REQUIRED? Yes O Bursaries or Scholarships O Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 31 December 2015 CAREERS EXPO Law Expo: 5 May 2015

Legal Aid SA

Legal Aid SA is a non profit organization. It derives its mandate from the constitution of the republic of SA. We are the biggest Law firm in SA and we are proud to mention that we have been voted as the best employer in South Africa on more than one occasion. We provide professional legal advice and representation to those who can't afford it. Our services are in Law and we provide opportunities for graduates to do articles with us. Our candidate attorney programme is one year if you have completed PLT, otherwise it is two years.

WHO WE ARE LOOKING FOR: We are looking for students who have completed their LLB and who have a passion for justice.

HOW TO APPLY: Please visit our website to complete an online application. **WEBSITE:** www.legal-aid.co.za **APPLY AT:** www.legal-aid.co.za



Letsema Consulting

Letsema Consulting is a black owned and managed South African strategy and transformation consultancy company delivering high impact interventions to our clients. We assist organisations in both the private and public sectors to achieve better business efficiencies and growth through practical and integrated strategic, business process and technology solutions. Established in 1995 as the first majority blackowned and managed management consulting firm in South Africa, we bring 20 years of local, relevant experience. We are a medium-sized South African firm with approximately 57 dedicated full-time staff. We are rated as a Level 3 B-BBEE Contributor which counts as 110% of Procurement spend.

WHO WE ARE LOOKING FOR: We recruit people who are the best, building on impressive credentials and leadership experience to develop them as competent consultants. Whilst a Business-related degree will always be of interest to us, we do not limit our recruitment to those individuals alone. At Letsema we have people working for us from backgrounds as diverse as Journalism, Nuclear Science, Engineering, the Dramatic Arts and many more. We are growing an A-team of the finest people in our country.

HOW TO APPLY: Send the following documentation to careers@letsema.co.za: CV, matric certificate, ID, academic transcripts and academic certificates (for all courses completed).

WEBSITE: www.letsema.co.za APPLY AT: careers@letsema.co.za

Liberty Life

Liberty is a leading South African financial services group which offers a comprehensive range of investment and long-term insurance products and services to meet the changing financial, investment and lifestyle risk situations of both the personal and corporate markets. Liberty Group aims to be the market leading investment and insurance company in Africa.

WHO WE ARE LOOKING FOR: Actuarial Science degree (Hons).

HOW TO APPLY: Visit our website www.liberty.co.za or email your CV and transcript to actscirecruitment@liberty.co.za **WEBSITE:** www.liberty.co.za **APPLY AT:** www.liberty.co.za



L'oreal South Africa

For more than a century, we have devoted our energy and our competencies solely to one business: beauty. We have chosen to offer our expertise in the service of women and men worldwide, meeting the infinite diversity of their beauty desires. We are committed to fulfilling this mission ethically and responsibly.

WHO WE ARE LOOKING FOR: Sales, Marketing, Finance, Supply Chain & Business Sciences.

HOW TO APPLY: Apply online at www.loreal.com. Include your CV, cover letter & academic transcripts. **WEBSITE:** www.loreal.com **APPLY AT:** www.loreal.com

TYPE OF JOB **Graduate Trainee Programme DEGREES SOUGHT** O Humanities O Law O Science O Health Science O FRE Commerce **LOCATION** Johannesburg **SA CITIZENSHIP REQUIRED?** Yes O Bursaries or Scholarships O Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE 1 August 2015 CAREERS EXPO** All Degree: 27 July 2015

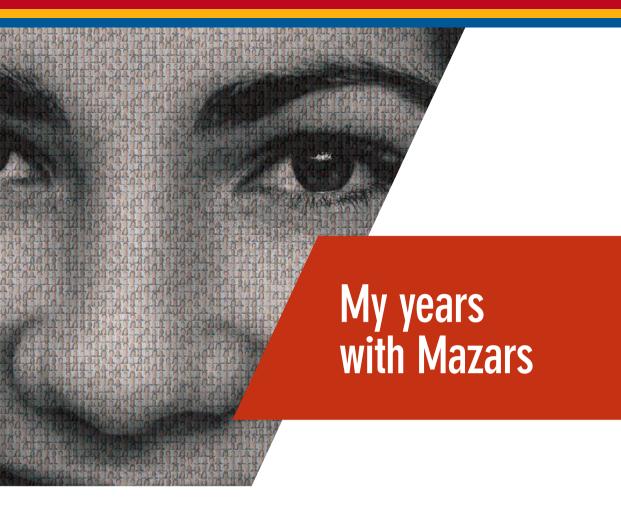
TYPE OF JOB Candidate Attorneys, Legal Secretaries, **Legal Assistants DEGREES SOUGHT 0** O Humanities Law O Science O Health Science O EBE O Commerce LOCATION Pretoria, Cape Town, Durban **SA CITIZENSHIP REQUIRED?** Yes O Bursaries or Scholarships O Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 31 May 2015 **CAREERS EXPO** Law Expo: 5 May 2015

MacRobert Incorporated

EISH! It is the people that count! At MacRobert, we look for people who are Energetic, Intelligent, Self-motivated and Hard-working. People who enjoy working as a team to meet the needs and resolve the challenges facing our clients. MacRobert Incorporated is big enough to put together a team of professionals to deal with any project required to be undertaken by our clients, but small enough to ensure that it is done in a personal way. Services can be delivered by professionals at all levels of experience, to ensure cost-effective delivery. We like to "hunt in packs" – ensuring that there are a number of lawyers who know and understand each client to ensure continuity of service, availability and expertise.

WHO WE ARE LOOKING FOR: Although academic results will get us interested, this is not all that we are looking for. As quoted by Mr Hay, we are looking for the EISH factor - Energetic, Intelligent, Self-Motivated and Hard-Working.

HOW TO APPLY: Candidates should submit their CV and full academic records to candidateattorney@macrobert.co.za no later than 31 May of each year, in order to be considered for articles for the following year. The first round interviews will start during July. If you are too late, please submit your application, as we will consider exceptional CVs for the second round of interviews. WEBSITE: www.macrobert.co.za APPLY AT: candidateattorney@macrobert.co.za





Through an integrated partnership that combines the skills of more than 14 000 staff in 73 countries, Mazars is a truly independent, international organisation and one of the largest audit, tax and advisory firms in South Africa. Come and meet us on your campus soon. Let's talk about your future as a Mazarian.

Get to know us better at www.mazars.co.za



Mazars: your partner for the future



Massmart

Founded in 1990 and listed on the JSE Limited, Massmart is a South African-based globally competitive regional management group, invested in a portfolio of differentiated, complementary, focused wholesale and retail formats. These are each reliant on high volumes and operational excellence as the foundation of price leadership, in the distribution of mainly branded consumer goods for cash. Massmart is the second-largest distributor of consumer goods in Africa, the leading retailer of general merchandise, liquor and home improvement equipment and supplies, and the leading wholesaler of basic foods. The Groups brands consist of: Game, Dion Wired, Makro, Builders Warehouse, Builders Express, Builders Trade Depot, CBW, Jumbo Cash and Carry, Cambridge Food and the Shield buying group.

Massmart employs over 30 000 permanent and flexi-staff employees.

WHO WE ARE LOOKING FOR: We recruit from the following disciplines: Business Management; Business Science; Accounting (General); Finance; Economics; Statistics/Mathematics; Supply Chain Management; Information Systems/Technology; Industrial Engineering; Marketing and Human Resources.

HOW TO APPLY: Please submit your CV via our website.

WEBSITE: www.massmart.co.za APPLY AT: www.massmart.co.za



TYPE OF JOB SAICA Articles/Training Contracts **DEGREES SOUGHT 0** O Humanities O Science O Health Science O EBE Commerce LOCATION Cape Town, Johannesburg, Pretoria, East London, Duban, Port Elizabeth, Garden Route, Bloemfontein, Kathu, Paarl SA CITIZENSHIP REQUIRED? Yes Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 31 December 2015 **CAREERS EXPO** Accounting Expo: 28 July 2015

Mazars

Mazars is an independent, integrated global partnership and one of the leading audit, tax and advisory services firms in South Africa. We are represented in 73 around the world and specialise in providing high caliber audit, tax and advisory services for listed and private companies, regulatory bodies, public interest organisations, owner managed businesses, and government organisations. We are passionate about delivering value to our clients, developing our people, and shaping our profession.

WHO WE ARE LOOKING FOR: Eligible students must be studying towards or have completed a SAICA accredited degree ie: BCom or BBusSci, PGDA (CA stream). Ours is a values-driven culture based on integrity, mutual respect, diversity and teamwork. We are looking for students who embody these values in all that they do.

HOW TO APPLY: Please submit an online application via our website. Remember that in order for your application to be processed it is essential that you attach the following documents to your online profile: CV, full academic transcripts to date, and a copy of your ID.

WEBSITE: www.mazars.co.za APPLY AT: www.mazars.co.za



McKinsey & Company

McKinsey is the pre-eminent management consulting firm, committed to helping institutions in the private, public and social sectors achieve lasting success. We work closely with teams at all levels of an organisation to shape direction, build capabilities and support execution.

WHO WE ARE LOOKING FOR: We're always looking for people who have an unusual blend of passion, dedication and energy – people who want to make the world a better place, enjoy working in teams, possess an entrepreneurial spirit, focus on accomplishment while still achieving a balanced life. Being a natural "problem solver" – that is, taking a complex fact situation and being able to rigorously analyse it and then make positive recommendations forward is key. We also love people who like people, because they will be committed to helping their clients and colleagues succeed. We have a culture of inclusiveness, and seek people from diverse backgrounds in the fullest sense of the word.

HOW TO APPLY: Visit www.mckinsey.com/mip for information about how to apply for our internship opportunity. **WEBSITE:** www.mckinsey.co.za **APPLY AT:** www.mckinsey.co.za

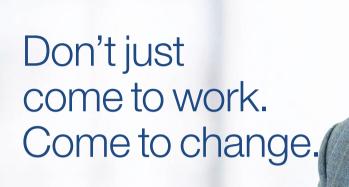
Merrill Lynch South Africa (Pty) Ltd

At Merrill Lynch, we'll match your drive and ambition to where you can make a real impact. As one of the world's largest financial institutions, our global connections allow you to create a career on your own terms.

WHO WE ARE LOOKING FOR: Join us for this unique opportunity to find out more about the investment banking industry. You will learn more about Merrill Lynch, have the opportunity to meet our people and start to develop the skills needed to be successful in the industry. Eligibility: Candidates will typically be in their final year of study, expecting to graduate in 2015. Reasonable expenses will be reimbursed. Further details will be provided to successful applicants.

HOW TO APPLY: Upload your CV and covering letter as a single document at campus.bankofamerica.com/events **WEBSITE:** www.bankofamerica.com/campusrecruiting **APPLY AT:** campus.bankofamerica.com/events







Are you interested in a career that's defined by the power of verbs?

Change the world. Improve lives. Invent something new. Solve a complex problem. Extend your talents. Build enduring relationships.

Then you've come to the right place.

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YOUR FUTURE AS A CA(SA) STARTS HERE

With decades of experience behind MGI Bass Gordon GHF, we are able to offer our trainees exciting career development opportunities through a personal mentorship programme and broad-based business exposure.

MENTORSHIP PROGRAM

Committed mentor program from day one and direct access to all managers and partners throughout the traineeship contract. The program is aimed to assist in the development of personal goals, technical knowledge and professional skills.

CAREER DEVELOPMENT

Regular in-office training sessions. On the job technical support and feedback. In-house training and development officer. Focused CTA support program. Board preparation course and examination fees paid.

Continuously high exam pass rate.

ENTREPRENEURIAL BUSINESS EXPOSURE

Gain exposure to clients to whom we offer an array of business solutions and who operate in various industries. Our clients are typically family owned businesses, entrepreneurs and fast growing enterprises, who require more than just the ordinary from us.

THE MGI CONNECTION

MGI is one of the world's top alliances of independent audit, tax, accounting and consulting firms. With some 6,000 professional staff in 300 locations around the world, MGI continues to arow.



In existence since 1935



With 9 Partners and 2 consultants



And more than 100 employees



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For more information visit www.bassgordon.co.za or contact us on 021 405 8500





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MGI Bass Gordon

We are not just ordinary accountants. We are a group of entrepreneurs who happen to be accountants, auditors and consultants seeking to grow our business and those of our clients. MGI Bass Gordon GHF is a member of a global alliance of independent auditing, accounting and consulting firms with 300 offices in more than 80 countries around the world.

WHO WE ARE LOOKING FOR: Candidates must possess or be studying towards a BCom Financial Accounting (CA Stream), BBusSci Finance (CA Stream) or PGDA qualification.

HOW TO APPLY: Submit your CV and academic transcripts to recruitment@bassgordon.co.za **WEBSITE:** www.bassgordon.co.za **APPLY AT:** recruitment@bassgordon.co.za



TYPE OF JOB Trainee Accountant - SAICA Audit and Assurance **DEGREES SOUGHT 0** O Humanities O Law O Science O Health Science O EBE Commerce LOCATION Cape Town, Stellenbosch, Durban, Pietermaritzberg, Johannesburg, Pretoria, Benoni, Port Elizabeth, Humansdorp, East London, George, Kimberley SA CITIZENSHIP REQUIRED? Yes O Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 31 October 2015 **CAREERS EXPO** Accounting Expo: 28 July 2015

Moore Stephens

Moore Stephens member firms' objective is simple: to be viewed as the first point-of-contact for all of your financial, advisory and compliance needs. This is accomplished by providing sensible advice and tailored solutions to help achieve your commercial and personal goals. It is our commitment to our clients which ensures we provide value-added services, as well as stimulating careers for our people. Moore Stephens International maintains a cohesive network to ensure modern and comprehensive global services that meet standards of professionalism and deliver value in each country. Beyond the breadth of services provided by the network, a key to our success lies in the recruitment of exceptionally skilled and committed staff, who produce top quality work in a positive and nurturing environment.

WHO WE ARE LOOKING FOR: If you are studying towards the CA(SA) qualification and looking for exposure to a wide variety of clients in every industry and a work environment that is focused on your development, Moore Stephens is perfect for you. Qualifications: BCom Fin Acc (CA Stream), BBusSci (CA Stream) and PGDA.

HOW TO APPLY: Email your CV, academic transcripts and a copy of your ID to careers@msct.co.za or complete an online application. **WEBSITE:** southafrica.moorestephens.com **APPLY AT:** careers@msct.co.za



mothers2mothers

mothers2mothers (m2m) is an international non-governmental organisation dedicated to providing education and support to pregnant women and mothers living with HIV, and preventing mother-to-child transmission. m2m is working to eliminate the transmission of HIV from mothers to babies and sustaining the health of women and children with its proven Mentor Mother model. Since its inception, m2m has reached more than one million mothers across the African continent. Founded in Cape Town in 2001, m2m is a partner in the United Nations' Global Plan towards the Elimination of New HIV Infections among Children by 2015 and Keeping their Mothers Alive. Learn more at m2m.org or follow us @m2mtweets.

WHO WE ARE LOOKING FOR: We are looking for candidates with tertiary qualifications, degrees and/or postgraduate qualifications in various fields applicable to the work that we do. In addition, candidates should have personal attributes that are aligned with the m2m values of diversity, teamwork, passion, dedication and compassion, integrity and honesty.

HOW TO APPLY: For details on specific employment opportunities please visit our website. **WEBSITE:** www.m2m.org **APPLY AT:** www.m2m.org

Munich RE

Munich Re is one of the world's leading reinsurance companies with more than 11,000 employees at over 50 locations around the globe. We are working on topics today that will concern the whole of society tomorrow, whether that be climate change, major construction projects, gene technology or space travel. We find solutions to these challenges through a network of highly qualified professionals who anticipate risks, work on tailor-made solutions and expertly advise our clients. If you want to help shape the future as part of one of our teams, we look forward to hearing from you.

WHO WE ARE LOOKING FOR: We are looking for the following graduates with stong academics in: BSc Ac Sci (Hons); BSc Maritime; BSc Engineering; BCom Accounting/Finance (Hons); BCom Risk Management (Hons); BCom Law. Students should be graduating at the end of 2015; individuals who are driven and passionate; a team player who relates well to people from different backgrounds and cultures, with good interpersonal and communications skills and the ability to share and transfer knowledge.

HOW TO APPLY: You can apply for this programme by e-mailing your application to the recruiter, Gugu Moyo, at gmoyo@munichre.com You can also apply by post or by completing the online application form. WEBSITE: www.munichre.com APPLY AT: gmoyo@munichre.com



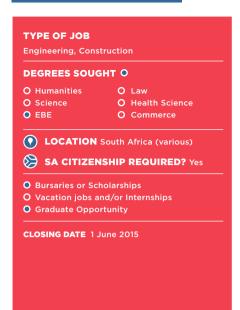




We are recruiting bursary students and graduates in the disciplines of BSc, BEng and BTech Building / Construction Management, Civil Engineering, Electrical Engineering, Industrial Engineering, Mining Engineering, Mechanical Engineering and Quantity Surveying.

APPLY ONLINE

www.careers.murrob.com



Murray & Roberts

Murray & Roberts is South Africa's leading engineering and construction services company. It has delivered infrastructure throughout South and Southern Africa for more than 110 years and is today recognised as an international engineering and construction group. Murray & Roberts is a group of world-class companies and brands aligned to the same purpose and vision, and guided by the same set of values. The company offers civil, mechanical, electrical, mining and process engineering, general building, procurement, construction, commissioning, operations and maintenance services. Murray & Roberts does so in the global underground mining market, selected international oil & gas markets, selected African power and industrial markets and selected African infrastructure sectors.

WHO WE ARE LOOKING FOR: We are looking for passionate, driven Engineering (Civil, Mechanical, Electrical, Industrial, Mining), Construction Management and Quantity Surveying students to form part of the Murray & Roberts family. If you enjoy being out on site to see a project rise from the ground to completion, Murray & Roberts is the place for you!

HOW TO APPLY: All applications are done online.

WEBSITE: www.murrob.com APPLY AT: www.careers.murrob.com

National Treasury

The National Treasury is responsible for managing South Africa's national government finances. Supporting efficient and sustainable public financial management is fundamental to the promotion of economic development, good governance, social progress and a rising standard of living for all South Africans. The Constitution of the Republic (Chapter 13) mandates the National Treasury to ensure transparency, accountability and sound financial controls in the management of public finances.

WHO WE ARE LOOKING FOR: BCom Accounting degree, final year.

HOW TO APPLY: Online applications only. **WEBSITE:** www.treasury.gov.za **APPLY AT:** www.treasury.gov.za



Nedbank Limited

At Nedbank we strive to attract and retain South Africa's top graduates to build the future leadership and specialists of our organisation, which will allow us to remain competitive. It is with this in mind that we continue to offer the Nedbank Graduate Programme. Nedbank has a proud culture of continuous learning and development. The blended learning approaches we offer will demand that you apply your learning in your day-to-day work activities. Learning will focus on developing personal mastery, technical competence and business competence, as well as social responsibility.

WHO WE ARE LOOKING FOR: The Nedbank Graduate Development Programme offers you the opportunity to choose your career from the very start. So, whether you are interested in beginning your career journey in specialist fields such as Accounting, Risk, Information Technology, Investment Banking or Quantitative Analysis or would rather first explore other areas in banking to become a well-rounded manager, your ambition has our attention.

HOW TO APPLY: Online applications only. **WEBSITE:** www.nedbank.co.za **APPLY AT:** www.nedbank.co.za/stop-waiting



TYPE OF JOB HR, Finance, Supply Chain, Engineering, Sales, Marketing, Food Science **DEGREES SOUGHT 0** • Humanities O Law Science Health Science EBE Commerce LOCATION JHB, CPT, Harrismith, East London, Mossel Bay, Escourt, New Germany, Pretoria SA CITIZENSHIP REQUIRED? Yes O Bursaries or Scholarships O Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 31 August 2015 **CAREERS EXPO** Science, Engineering & Technology Expo: 29 July 2015

Nestlé SA

Nestlé is the world's leading nutrition, health and wellness company. Its core business is the manufacturing and supply of food and beverage products. In South Africa we have nine factories, three distribution centres and two sales offices across the country, while the Head Office is in Bryanston, Gauteng.

WHO WE ARE LOOKING FOR: We are looking for graduates with high academic results, have entrepreneurial spirit, strong business acumen and can adapt easily to change, in the following fields: Engineering, Accounting, Human Resources, Sales & Marketing, Food Science and Microbiology.

HOW TO APPLY: Apply online. Upload the following: updated CV, transcripts, certificates, motivational letter, and copy of your ID. **WEBSITE:** www.nestle.co.za **APPLY AT:** www.nestle.co.za/careers

EFF* GRADUATES WANTED

Nexia Cape Town are looking for unique young *entrepreneurial, focused and free thinking graduates that lkeys are renowned for producing over the years.

If you're confident you fit our EFF requirements, then talk to us.

Application forms are available at the Careers Office and on our website: www.nexiacapetown.com

Please contact Doreen for an appointment on 021 527 3400 or e-mail her at hrmar@nexiasa.com





Nexia SA

This is your opportunity to begin your career with excellent hands-on training in an exciting and dynamic environment. We are looking for motivated and ambitious trainees who share our values of providing outstanding service, expertise and commitment to our clients. Join our medium sized firm of Chartered Accountants and Registered Auditors to gain extensive exposure to a variety of industries. Nexia Cape Town is an independent member of Nexia International, one of the 10 largest Auditing and Accounting Associations in the world.

WHO WE ARE LOOKING FOR: Candidate's end goal is to become a Chartered Accountant. BCom Accounting (CA Stream); BBusSci Accounting and PGDA.

HOW TO APPLY: Apply online via our website or email your CV, detailed academic transcripts and a copy of your ID to our HR Manager at hrmgr@nexiasa.com **WEBSITE:** www.nexiacapetown.com **APPLY AT:** www.nexiacapetown.com/careers/recruitment



TYPE OF JOB Economics, Marketing and Statistics DEGREES SOUGHT O O Humanities O Science O Health Science O EBE Commerce ■ LOCATION Johannesburg, Cape Town, Durban SA CITIZENSHIP REQUIRED? No. O Bursaries or Scholarships O Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 31 December 2015 **CAREERS EXPO** Business, Finance & Management Expo: 3 August 2015

Nielsen

Nielsen is a leading global provider of information and insights into what consumers watch and buy. In a world increasingly defined by global markets, connected consumers and volumes of digital information, Nielsen employs advanced data collection methodologies and measurement science to help businesses turn new and traditional sources of data into customer intelligence. Our expertise allows you to better manage brands, launch and grow product portfolios, optimize your media mix and establish meaningful customer relationships globally.

WHO WE ARE LOOKING FOR: An incisive analytical mind with a strong passion for FMCG brands; relevant B-degree; proven numerical acuity; detail orientation; strong interpersonal communication skills; flair for impactful presentation; confidence and initiative; and MS Office literacy.

HOW TO APPLY: Email your CV to Ronelle,heald@nielsen.com WEBSITE: www.nielsen.com APPLY AT: Ronelle.heald@nielsen.com



Nolands

Nolands provides audit, forensics, advisory and tax services to clients looking for big company skills and close relationships. Nolands has 9 offices in all major centres in South Africa and Mauritius, employing 200 people. We are on the look out for people who are self-starters who can add to the company's culture of team work and relationship building. You will be exposed to a wide spectrum of clients, giving you a broad overview from an early stage in your career.

WHO WE ARE LOOKING FOR: Suitably qualified BCom (CA Stream). Nolands is looking for people with passion, drive, energy and commitment that will help us continue to provide exceptional service to our clients. Take a look at our website and see how Nolands a national firm is striving to be the real alternative to the Big 4.

HOW TO APPLY: Apply online at www.nolands.co.za under Careers. Only completed applications with all the requested information and attachments will be considered. **WEBSITE:** www.nolands.co.za **APPLY AT:** www.nolands.co.za

Norton Rose Fulbright South Africa Inc.

Norton Rose Fulbright is a global legal practice. We provide the world's pre-eminent corporations and financial institutions with a full business law service. We have more than 3800 lawyers based in over 50 cities across Europe, the United States, Canada, Latin America, Asia, Australia, Africa, the Middle East and Central Asia. Recognized for our industry focus, we are strong across all the key industry sectors: financial institutions; energy; infrastructure, mining and commodities; transport; technology and innovation; and life sciences and healthcare.

WHO WE ARE LOOKING FOR: BA Law, BCom Law and all other candidates wanting to do a post-graduate LLB should apply as from August of their final year as undergraduates. Undergraduate LLB candidates should apply as from August of their second year. Good academics; a "can do" attitude: passionate about the firm. A CV that is reflective of someone who has had real life experiences, plays sport, music, is actively involved in community service, has work experience, etc.

HOW TO APPLY: All applications must be submitted online. **WEBSITE:** www.nortonrosefulbright.com/za **APPLY AT:** www.nortonrosefulbright.com/za/apply



Nolands Garage Mou

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Norton Rose Fulbright invites students to apply to our 2017 and 2018 candidate attorney programme

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Offers will be made progressively as and when suitable candidates are identified.

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Oceana Group Limited

The group consists of various operating subsidiaries in the fishing and commercial cold storage industries, with the bulk of its revenue generated from its fishing business. Its fishing activities relate to the catching, processing, marketing and distribution of canned fish, fishmeal, fish oil, lobster, horse mackerel, squid and hake, covering inshore, midwater and deep-sea fishing, as well as the purchase of frozen and canned stock from external suppliers. The cold storage business provides public refrigerated warehouse facilities with operations in Cape Town, Durban, Johannesburg and Walvis Bay.

WHO WE ARE LOOKING FOR: We are looking for strong academic candidates in the fields of IT, Engineering, Commercial, Finance, Human Resources and Business Management.

HOW TO APPLY: Please upload your CV on our careers webpage. **WEBSITE:** www.oceana.co.za **APPLY AT:** www.oceana.co.za/careers

TYPE OF JOB Finance, IT, HR, Engineering, Marketing, DEGREES SOUGHT . O Humanities Law Science O Health Science EBE Commerce **LOCATION** Cape Town **SA CITIZENSHIP REQUIRED?** Yes O Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity CLOSING DATE 31 December 2015 **CAREERS EXPOS** Internship Expo: 14 April 2015 Accounting Expo: 28 July 2015 | Science, Engineering & Technology Expo: 29 July 2015

TYPE OF JOB Stats and Law **DEGREES SOUGHT 0** Humanities Law Science O Health Science EBE Commerce LOCATION Cape Town and Johannesburg **SA CITIZENSHIP REQUIRED?** Yes O Bursaries or Scholarships O Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE 15 August 2015 CAREERS EXPO** Business, Finance & Management Expo: 3 August 2015 PRESENTATION 21 July 2015 | 1pm | LS 3B **COMPANY SHOWCASE** 21 July 2015 10am-3pm | LS Mezzanine

Old Mutual

Old Mutual is a Great Global company with a Great Culture that gives you the opportunity to become a Great Leader with access to a Great Career with Great Reward & Recognition. As South Africa's leading financial services brand we understand the value of investing in people! That's why we're always on the lookout for smart, motivated and switched-on individuals to join our dynamic, winning team.

WHO WE ARE LOOKING FOR: With limitless room to grow and improve your talents, we ensure that the brightest minds in the industry are rewarded, recognised and nurtured. Old Mutual's Graduate Acceleration Programme is aimed at final and/or postgraduate students studying: Commerce, Finance & Business Science (incl. Accounting, Finance, Investments, Auditing & Tax); Computer Science/Information Technology; Marketing; Human Resources/Industrial Psychology; Law; Engineering, Maths and Stats.So give your career the boost it needs and join a company that gives you the opportunity to Do Great Things!

HOW TO APPLY: Apply via the website by completing all the relevant information and submitting the necessary documentation. **WEBSITE:** www.oldmutual.co.za/gap **APPLY AT:** www.oldmutual.co.za/gap

TYPE OF JOB Finance, Regulation **DEGREES SOUGHT 0** O Humanities law O Science O Health Science O EBE Commerce ■ LOCATION Johannesburg SA CITIZENSHIP REQUIRED? Yes O Bursaries or Scholarships O Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 31 August 2015 **CAREERS EXPO** Business, Finance & Management Expo: 3 August 2015

One Capital

One Capital is an independent corporate advisory firm providing innovative strategic and financial advice to our clients. The company acquired Barnard Jacobs Mellet (BJM) Corporate Finance in 2010 which was renamed One Capital Sponsor Services. Professional members have in excess of 60 years combined corporate finance and advisory experience across the equity and debt capital markets. The company has executed a number of DealMakers top rated transactions, including Northam Platinum's recent BEE transaction and our CEO has also received the prestigious DealMaker of the Year award for 2014.

WHO WE ARE LOOKING FOR: We are looking for graduates in the Advisory and Regulatory Services Divisions with strong academics in; BCom Accounting / Management Accounting; BBusSci Accounting / Finance; BCom Honours (Accounting / Management Accounting) and BA Law / LLB.

HOW TO APPLY: To apply for the Advisory Services Graduate Programme: www.surveymonkey.com/s/AdvisoryApplicationForm; Password: ADVgrad2016*. To apply for the Regulatory Services Graduate Programme: www.surveymonkey.com/s/RegulatoryApplicationForm; Password: RSDgrad2016*. WEBSITE: www.onecapital.co.za
APPLY AT: www.onecapital.co.za

TYPE OF JOB

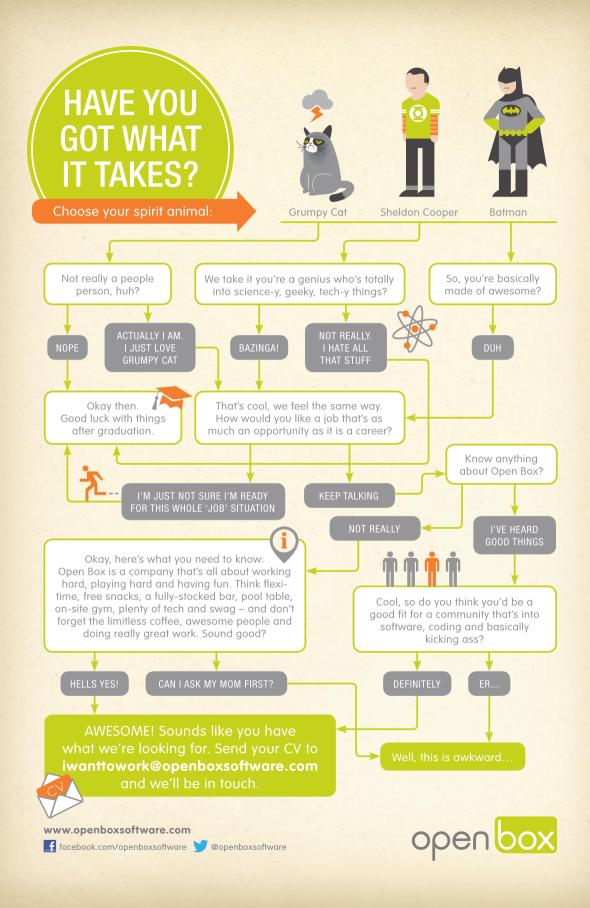
OneNebula

Nebula is a niche professional services firm whose strategic focus, intellectual property, expertise and holistic service offering across the telecommunications spectrum allows us to create business success. Our ability to contribute to our clients is through our collaborative approach where we pool our capabilities to create meaningful results which could not be achieved individually. The entire engagement model is one of rich interaction resulting in a significant exchange of knowledge between both parties. The more knowledge sharing, the better we are able to create value to our clients, and enable business success.

WHO WE ARE LOOKING FOR: Information Systems, Information Technology, Software Development, Computer Science and other relevant qualifications.

HOW TO APPLY: Submit your CV as well as academic transcripts to cv@nebula.co.za. To stand out - add a summary of your best projects that showcase your abilities. **WEBSITE:** www.nebula.co.za **APPLY AT:** cv@nebula.co.za

Software Developers, Web Developer/ Designer, Analyst/Developer, Automation Tester **DEGREES SOUGHT** • O Humanities Science O Health Science FBF Commerce **LOCATION** Cape Town **SA CITIZENSHIP REQUIRED?** No O Bursaries or Scholarships O Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 31 August 2015 **CAREERS EXPO** Science, Engineering & Technology Expo: 29 July 2015





Open Box Software

In reality, most South Africans spend half their waking hours at work. That's why it's important to be surrounded by people you can relate to, in an environment you enjoy, doing work that matters. When they're not developing web/mobile applications for our global commercial real estate clients, we believe Open Boxers should lead balanced lives – and we've put our money where our mouth is. Trail runs, cycle tours and surfing lessons are a regular part of life, and there's always the gym if that's not your scene. Then there's the flexitime, community outreach programme and company hackathon, where Open Boxers spend the day on R&D projects. We hire people who can think for themselves and give them the freedom – and accountability – to do their jobs in the way they believe is best. At Open Box, you're rewarded for your output, not how many hours you put in.

WHO WE ARE LOOKING FOR: You're analytical, proactive and enjoy working as part of a close-knit team. You're not afraid to share your ideas and don't take it personally when they're challenged. You care about the people around you and to you, knowledge sharing is second nature. You ideally have a relevant degree in Information Systems / Computer Science/ Engineering and definitely have a flair for numbers. You'll be working closely with clients around the globe, so strong communication skills in English are also essential (both written and verbal). Last but not least, we're a software company, so it goes without saying that you'll have a high level of computer literacy.

HOW TO APPLY: Via our website www.openboxsoftware.com or e-mail iwanttowork@openboxsoftware.com with the following: cover letter, CV and matric and tertiary academic transcripts.

WEBSITE: www.openboxsoftware.com
APPLY AT: www.openboxsoftware.com



TYPE OF JOB Management Consultant DEGREES SOUGHT 0 O Humanities Science O Health Science EBE Commerce **LOCATION** Johannesburg **SA CITIZENSHIP REQUIRED?** No O Bursaries or Scholarships O Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE 23 August 2015 CAREERS EXPOS** Business. Finance & Management Expo: 3 August 2015 Engineering Expo: 4 August 2015 **PRESENTATION** 04 August 2015 | 5pm | LS 2B

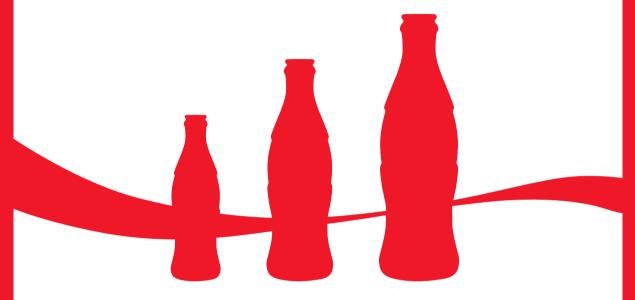
Partners in Performance

Partners in Performance is a global Management Consultancy. We have built a solid reputation for delivering fully implemented, bottom-line improvements to clients across a wide range of sectors and countries. PIP has a continued growth of 30% per annum globally and the Africa office is showing the highest growth of all. As a result, we are seeking out top-class talent to join our organisation.

WHO WE ARE LOOKING FOR: We are looking for candidates who are smart, curious pragmatists. Ideally we focus on students who have completed BEng, BCom and BSc degrees.

HOW TO APPLY: Interested applicants should submit a concise CV and a copy of all academic transcripts, including matric certificate, online. **WEBSITE:** www.pipint.com **APPLY AT:** www.pipint.com

GROW YOUR CAREER WITH ONE OF THE WORLD'S MOST LOVED BRANDS



10 GRADUATES. 12 MONTHS. CAPE TOWN.

Peninsula Beverages is offering 10 deserving graduates the opportunity to join the company on a one-year contract to gain valuable industry experience. Graduates to be recruited from the following areas: Operations, Supply Chain, Logistics, Quality, Manufacturing, Engineering, HR, Finance, IT, Sales and Marketing.

Apply online at www.penbev.co.za Closing date: **4 September 2015**





Peninsula Beverage Company

Peninsula Beverage Company - PenBev - is the local bottler of The Coca-Cola Company. We operate in the Western and Northern Cape. As a company, we strive to meet the needs of our customers and provide quality service at all times. PenBev offers the widest range of non-alcoholic beverages guaranteed to satisfy every thirst, our mission being to deliver a quality Coca-Cola product "within an arm's reach of desire". We successfully support retailers and traders with on-time deliveries, free signage and coolers, in-store advertising and promotions, and advice on making their businesses more profitable. PenBev shares this commitment to excellence with other Coca-Cola companies around the world

WHO WE ARE LOOKING FOR: We are looking for graduates with drive, passion and imagination to help us to achieve our goal to provide quality refreshment delivered within an arm's reach of desire. We encourage our employees to inspire moments of optimism and happiness while creating value and making a difference.

HOW TO APPLY: Visit our website www.penbev.co.za, click on careers and upload your CV. Attach your full academic transcripts.

WEBSITE: www.penbev.co.za APPLY AT: www.penbev.co.za



TYPE OF JOB Enginering, Finance, HR and Marketing **DEGREES SOUGHT O** O Humanities O Law Science O Health Science EBE Commerce LOCATION Cape Town SA CITIZENSHIP REQUIRED? Yes O Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE 20 August 2015** CAREERS EXPO All Degree: 27 July 2015

Permoseal (Pty) Ltd

Permoseal is a leading manufacturer and supplier of a wide range of adhesives, sealants and DIY products for general and specialised applications in both the consumer and industrial markets.

WHO WE ARE LOOKING FOR: We are looking for the following qualifications: Analytical Chemistry, Chemistry, Mechanical Enginering, Finance. HR and Marketing.

HOW TO APPLY: Visit us at the All Degree Expo on the 27 July for more information. **WEBSITE:** www.alcolin.com **APPLY AT:** www.alcolin.com and www.bostik.co.za



PKF

PKF is one of the largest mid-tier networks and currently has 6 firms in South Africa and 120 globally. PKF prides itself on quality service and serves a multiple range of clients from medium to large entrepreneurships and businesses. What sets PKF apart is that due to its resources and size, it can provide personalised service that is typical of a small practice but at the same time deploy technical and other resources to meet challenges often considered to be in the domain of other larger practices. With that in mind trainee accountants are thus exposed to multiple organisations gaining experience and skills which industry is looking for.

WHO WE ARE LOOKING FOR: PKF requires a candidate to have a professional and passionate outlook as to what they are doing. They need to possess the ability to think and make rational decisions but not be afraid to ask for help should they need it. All candidates must have a minimum of a BCom in Accounting or preferably an Honours degree in Accounting.

HOW TO APPLY: Candidates need to visit the PKF website at www.pkf.co.za, click on the careers tab, and submit an application form. A representative will get in touch with you thereafter. **WEBSITE:** www.pkf.co.za **APPLY AT:** www.pkf.co.za

PricewaterhouseCoopers

PricewaterhouseCoopers is a global professional services organisation with the largest national footprint. Our clients range from many of the country's leading blue-chip companies, to some of its more innovative entrepreneurs. With our range of professional services and industry experience, we have numerous career opportunities in Assurance, Tax and Advisory.

WHO WE ARE LOOKING FOR: Bachelor in Accounting, Business Science Finance - CA, BSc Computer Science, BCom or BSc Information Technology, HDip Tax, B.Com Law (LLB), BBusSci LLB, Post Graduate Diploma in Tax.

HOW TO APPLY: Apply online. Bursary applications close 31 July each year for the following academic year. **WEBSITE:** www.pwc.com **APPLY AT:** www.pwc.co.za/careers

TYPE OF JOB Bursaries, Scholarships, Vacation Work / Internship, Graduate Opportunities **DEGREES SOUGHT** • O Humanities law Science O Health Science EBE Commerce **LOCATION** Nationally **SA CITIZENSHIP REQUIRED?** Yes Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 31 July 2015 **CAREERS EXPOS** Internship Expo: 14 April 2015 | Law Expo: 5 May 2015 | All Degree: 27 July 2015 | Accounting Expo: 28 July 2015 Science, Engineering & Technology Expo: 29 July 2015 | Business, Finance & Management Expo: 3 August 2015 | Engineering Expo: 4 August 2015 **COMPANY SHOWCASE** 5 May 2015

10am-3pm | LS Mezzanine

Principa

Founded in 1999, Principa enables clients operating across multiple Business-to-Consumer and SME sectors to make profitable customer decisions. We do this through the deployment of world-class decision management solutions based on software, advanced analytics, data and proprietary know-how, across all parts of the Customer Engagement Lifecycle. With offices in Cape Town and Johannesburg, Principa serves over 150 blue-chip clients in over 30 countries around the world.

WHO WE ARE LOOKING FOR: Principa is looking for recent graduates with strong academics in Computer Science, Economics, Engineering, Mathematics, Statistics, Business Science and Actuarial Science.

HOW TO APPLY: Please submit your CV and cover letter to graduates@principa.co.za. Please include full academic transcripts. **WEBSITE:** www.principa.co.za **APPLY AT:** graduates@principa.co.za





Procter & Gamble SA (Pty) Ltd

P&G is renowned for bringing trusted brands to our consumers in South Africa since 1995. With a large portfolio of products like Pampers, Always, Gillette, Head & Shoulders, Pantene and Oral B, P&G products touch the lives of more than four billion people around the world. Here we aim to attract, recruit, reward and advance the finest people in the world and get their careers off to a fast start. This is why we do not have any rotational development programs because from day one, you'll help develop or support exciting P&G brands and receive wonderful opportunities to grow in our 'Build from Within' organisation which sees 95% of our people start at entry level then progress throughout the organisation. So if you are looking for a company whose actions reflects its principles and values and whose people continually expect, contribute and do more, P&G is an exciting employment choice.

WHO WE ARE LOOKING FOR: P&G is a build from within organisation that sees the majority of hiring taking place at entry level offering students careers and not jobs. As a result, P&G looks for candidates with proven leadership and analytical skills with the ability to take initiative to communicate & work effectively in a team environment.

HOW TO APPLY: Visit the P&G Careers website, click on the job you would like to apply for, create a profile with a username and password and attach your resume and recent transcript. Only applications submitted on the P&G website will be accepted. **WEBSITE:** southafrica.experiencepg.com **APPLY AT:** pgcareers.com



Prodigy Finance

Prodigy Finance is the pioneer in community-based student finance. We crowdsource funding from alumni and institutional investors to send talented international students to the world's top universities. Through our platform, students get the funding they need, while investors earn circa 5% annually. Since 2007, we have raised over \$50M and funded students from over 90 countries, with an exceptional repayment performance of 99%+ across the total portfolio.

WHO WE ARE LOOKING FOR: You have an ability to prioritise workload and juggle multiple tasks. You have a passion about solving problems and a "Can do" attitude. You are interested in developing your career in a startup environment focused on social impact. You have great sense of humour, fixed wheel bicycle (optional), and love of third wave coffee (optional).

HOW TO APPLY: Please visit jobs.prodigyfinance.com to apply for open positions or to submit your CV for general consideration. **WEBSITE:** www.prodigyfinance.com **APPLY AT:** jobs.prodigyfinance.com

TYPE OF JOB

Clinical, Lab, Data Management, IT,

Quintiles

Quintiles is the world's largest provider of biopharmaceutical development and commercial outsourcing services with a network of more than 30,000 employees conducting business in approximately 100 countries. We have helped develop or commercialize all of the top-50, best-selling drugs on the market. Quintiles applies the breadth and depth of our service offerings along with extensive therapeutic, scientific and analytics expertise to help our customers navigate an increasingly complex healthcare environment as they seek to improve efficiency and effectiveness in the delivery of better healthcare outcomes.

WHO WE ARE LOOKING FOR: We are looking for graduates with strong academics in Medical or Life Science disciplines and IT or Statistics related qualifications.

HOW TO APPLY: Please register your CV or view available opportunities online **WEBSITE:** www.quintiles.com **APPLY AT:** www.quintiles.com

Programming, Statistics, Medical Writing, Proposals, Medical Sales **DEGREES SOUGHT** • O Humanities Health Science Science EBE Commerce **LOCATION** Cape Town, Centurion, Bloemfontein **SA CITIZENSHIP REQUIRED?** Yes O Bursaries or Scholarships O Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 31 December 2015 **CAREERS EXPO** Science, Engineering & Technology Expo: 29 July 2015

2015 Careers Expos

Internship Expo: 14 April 2015

Recruiters introduce penultimate & final-year students to the range of internship opportunities available in the June/July and Dec/Jan vacation periods

Law Expo: 5 May 2015 *Exclusively for Law students*

Law NGO Expo: 6 May 2015Law students interested in working in the not-for-profit sector

Africa Expo: 7 May 2015
Aimed at international African
students who are interested in
opportunities in their home
countries and elsewhere
in Africa

All Degree Expo: 27 July 2015
All students from all academic
levels are invited

Accounting Expo: 28 July 2015 Showcasing the opportunities available for students studying towards accounting qualifications

Science, Engineering & Technology Expo: 29 July 2015 Calling all Engineering, Science and tech-savvy students

Business, Finance & Management Expo: 3 August 2015
This sector-specific expo invites all students who are working towards a Business-related degree

Engineering Expo: 4 August 2015

All students from the Engineering faculty- this one's for you!

NGO Expo: 5 August 2015
All students are invited to find
out how you can give back to
your community

GO TO

CAREERS.UCT.AC.ZA

CLICK ON

TYPE OF JOB

Finance and IT

DEGREES SOUGHT 0

- O Humanities
- O Law
- Science
- O Health Science
- EBE
- Commerce





SA CITIZENSHIP REQUIRED? No

- Bursaries or Scholarships
- O Vacation jobs and/or Internships
- O Graduate Opportunity

CLOSING DATE 14 August 2015

CAREERS EXPO All Degree: 27 July 2015

Rand Merchant Bank

Rand Merchant Bank (RMB), a division of FirstRand Bank Limited, is a leading African corporate and investment bank and part of one of the largest financial services groups in Africa. We offer innovative, value-added advisory, funding, trading, corporate banking and principal investing solutions. As the investment banking arm of FirstRand Bank Limited, RMB has a deal footprint across 35 African countries and offices in Namibia, Botswana, Nigeria, Angola and Kenya. RMB also operates in the UK. India. China. and the Middle East.

WHO WE ARE LOOKING FOR: Honours and Masters degrees in Finance, Investments, Actuarial Science, Mathematics, Quants, Engineering and IT.

HOW TO APPLY: Visit our website for more information and email your profile to graduate@rmb.co.za **WEBSITE:** www.rmb.co.za **APPLY AT:** graduate@rmb.co.za

investment banking

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Baker | Programmer | BCom (Bus Science and Information Systems)

Business Analyst at RMB, Global Markets, Forex Desk

He loves programming. In fact, he loves it so much that he writes code in his spare time to unwind. Esetu Gazi is one of RMB's new BT graduates who is currently carving out a career at the Bank's Forex Desk.

Esetu initially enrolled for a BCom (Accounting) degree at UCT, but he soon realised that his true passion was programming and coding. With a BCom (Business Science and Information Systems) degree in hand, Esetu set out to find a job at a software company. While looking for his dream job in the IT industry, a friend told him about RMB's Winter School Programme. Esetu enrolled and within no time it became clear that RMB was the place where he could put his IT knowledge to the test.

While Esetu is currently working for the Bank's Global Markets Forex team, as part of his rotation while on the RMB Graduate Programme, he wants to become more involved in developing the Bank's information architecture. Becoming the Bank's next CIO is another dream of his. Until such a time, he spends his free time coding new programmes, testing cheesecake recipes and trying to outshine his two competitive siblings.



Visit www.rmb.co.za from 1 June - 14 August to submit your CV.





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IMPOSSIBLE

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He grew up believing nothing was impossible. By the time he turned eight, he believed that he wanted to become a chartered accountant. Even though that dream changed and his aspiration to become a millionaire by the age of 21 has not materialised, Thabo Mavundla's plan to become a dealmaker at RMB is well underway.

Thabo joined RMB through the Graduate Programme. He was immediately drawn to RMB's unique culture, talented people and flat hierarchical structure. Today he is a dealmaker in the Corporate Finance team in the Investment Banking Division at RMB.

He enjoys the different challenges and the many opportunities to grow his skill set at the Bank, which include his interactions with fellow bankers, analysts and other dealmakers.

When Thabo is not chasing the next big deal at RMB, he unwinds by socialising over a glass of wine or visiting daytime markets – always on the lookout for new experiences and opportunities. He dreams of growing his deal credentials and looks forward to seeing a deal through from start to finish. Until then he is trying to learn as much as he can from as many RMBers as possible, all while doing what he loves most.





RCL Foods (Pty) Ltd

RCL Foods has a 'one company' philosophy with the ambition to build an African food business of scale with compelling brands and a sustainable value chain that delivers to consumer and customer needs. It has a market capitalisation in excess of R14bn and over 19, 000 employees. At RCL Foods we believe that passion breeds success. We respect individuality and nurture talent by empowering growth of our people.

WHO WE ARE LOOKING FOR: The RCL Graduate Programme is focused on developing and grooming talented individuals for future Technical and Managerial responsibility. Essential Requirements: Bachelors Degree in a relevant discipline or in final year of study; computer literacy (MS Office, Excel and Word); excellent communication skills; and leadership and analytical skills.

HOW TO APPLY: If you aspire to go higher apply online by registering on our career site. **WEBSITE:** www.relfoods.com **APPLY AT:** www.relfoods.com/careers

Red Panda Software cc

We specialise in creating large-scale Enterprise Software (ERP) for the retail sector. Based in Pinelands, Cape Town we house development teams, a contact centre, production and technical support teams. Our company ethos is to build a strong and lasting partnership with clients by working closely with their people gaining a deep understanding of how their business works and what is important to them. We offer interns a unique opportunity to work on real projects and deliverables under mentorship, thereby providing solid work experience during their internship.

WHO WE ARE LOOKING FOR: Graduates with BCom, BCom Honours, BSc or BSc Honours degree in Business Computing or Computer Science and competencies in Microsoft .NET (C#) / Java.

HOW TO APPLY: Applications and CVs can be sent to: General Manager, Mr. Zaf Dalvie recruiting@redpandasoftware.co.za. Please include your full addeding transcripts. **WEBSITE:** www.redpandasoftware.co.za **APPLY AT:** recruiting@redpandasoftware.co.za

TYPE OF JOB IT Software Development (C# / Java), **Business Analyst DEGREES SOUGHT** • O Humanities O Law Science O Health Science EBE Commerce **LOCATION** Pinelands, Cape Town **SA CITIZENSHIP REQUIRED?** Yes O Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE 15 January 2016**

red Panda

software

Are you ready to enter our world?



We specialise in writing real Enterprise Software that keeps the wheels of our economy turning!

Our ERP solutions developed using Agile/ SCRUM methodologies, Microsoft.NET and Java technologies are used by some of the largest retailers in Southern Africa.

Applications include POS, BackOffice, Merchandise, Hire Purchase Debtor Control, Credit Granting, Warehousing, Stock Logistics, HR Management and touch screen kiosks, to name but a few. These solutions are developed, maintained and supported by our teams of dedicated resources.

To join our dynamic and growing team of young, upwardly mobile Software Developers, Software Engineers and Business Analysts, apply for one of our 12-month internships.

Applications for Internships open annually in September and successful applicants are appointed on the 1st February the following year.

More experienced developers and business analysts that meet the job criteria may

apply for any of our available vacancies – refer to our website for more details.

As a focused Software House, we can give the aspirant applicant exposure to a broad range of skills, projects and development experience. Our stated philosophy is to grow talent from within our organization. Annually we take on board interns with the view to growing and retaining the skills of those applicants that are able to meet the demands of the position.

Our mentorship and on-the-job training programmes provide the interns with the support required to assist them to succeed, and many do so.

Our culturally diverse environment embraces those that are passionate about developing "real" software.

Applications and CVs can be sent to: General Manager, Mr. Zaf Dalvie recruiting@redpandasoftware.co.za www.redpandasoftware.co.za



Redefine Properties is one of the largest and most successfu property companies in South Africa

We invite graduates in any discipline to contact us if they're looking for a career in a dynamic, entrepreneurial environment where their skil and passion will be suitably rewarded

Our learnership programme helps to prepare graduates for a demanding career in the property industry while at the same time giving them hands on experience before they commit themselves to a career path.

> If you'd like to know more about the opportunities offered by Redefine Properties, please go to www.redefine.co.za

YOU WORKED HARD FOR YOUR DEGREE. NOW MAKE IT WORK FOR YOU.



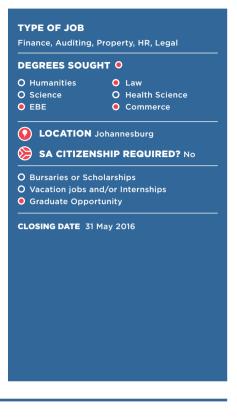
We're not landlords. We're people.

Redefine Properties

Redefine owns and manages a diversified portfolio of commercial, industrial and retail property and has been listed on the JSE since February 2000.

WHO WE ARE LOOKING FOR: All Business/Commerce students, Legal. Human Resources, Property Studies, Internal Auditing and Finance.

HOW TO APPLY: Register CV's on the careers portal via our website. WEBSITE: www.redefine.co.za APPLY AT: www.redefine.co.za



TYPE OF JOB

Accountancy & Finance, Banking & Financial Services, Human Resources, Information Technology, Legal, Engineering and Natural Resources

DEGREES SOUGHT O

- Humanities
- law
- Science
- Health Science
- EBE
- Commerce

LOCATION Johannesburg



SA CITIZENSHIP REQUIRED? No.

- O Bursaries or Scholarships
- O Vacation jobs and/or Internships
- Graduate Opportunity

CLOSING DATE 1 November 2015

CAREERS EXPO All Degree: 27 July 2015

Robert Walters

Established in 1985, Robert Walters is one of the world's leading specialist professional recruitment consultancies with a global presence spanning 24 countries. Robert Walters South Africa is well placed to respond to the local and international resourcing needs of candidates and clients. We have established ourselves as one of the premier global recruitment consultancies operating in South Africa and Sub-Saharan Africa. Based in Sandton, Johannesburg, we place professionals at all levels of seniority across accountancy & finance, banking & financial services, IT, engineering & natural resources, legal and human resources.

WHO WE ARE LOOKING FOR: We have exciting opportunities for graduates to join our team in Johannesburg, recruiting for the London market across the financial services and commercial sectors. The role offers the opportunity to learn and develop effective sales skills and specialist sector and industry knowledge in a meritocratic and rewardsorientated environment. Our international network means that successful consultants will often have the opportunity to transfer between our offices. We are looking for graduates across all degrees and faculties who are driven individuals and high achievers.

HOW TO APPLY: The application process involves CV submission with an initial telephonic interview. Thereafter a series of face to face meetings will take place to establish if the applicant is a suitable hire for our business WEBSITE: www.robertwalters.co.za APPLY AT: www.robertwalters.co.za

TYPE OF JOB Trainee Accountants / Article Clerks DEGREES SOUGHT O O Humanities O Law O Science O Health Science O EBE O Commerce LOCATION Cape Town SA CITIZENSHIP REQUIRED? Yes O Bursaries or Scholarships O Vacation jobs and/or Internships O Graduate Opportunity CLOSING DATE 31 December 2015 CAREERS EXPO Accounting Expo: 28 July 2015

RSM Betty & Dickson

RSM Betty & Dickson is an association of South African firms of Chartered Accountants and Management Consultants, providing a wide range of auditing, tax, advisory and fiduciary services to the private and public sector, and to individuals. RSM Betty & Dickson is part of a global organisation of independent professional service firms, united by a common desire to provide the highest quality services to our clients. We exist to make a positive difference. Our high standards, common work ethic, and clear focus make us valuable partners for our varied client base, locally and worldwide.

WHO WE ARE LOOKING FOR: We recruit candidates with a BCom Accounting degree or an equivalent CA (SA) qualification at a SAICA accredited university. We are looking for graduates with strong communication and interpersonal skills, leadership ability and someone who enjoys working in a team. Candidates must be energetic, hardworking and committed to qualifying as a CA (SA).

HOW TO APPLY: Should you wish to enrol in our unique CA programme and start your articles in February 2016, please apply online at www.rsmbettyanddickson.co.za/careers or email your application and transcripts to recruitment@ct.rsmbd.co.za

WEBSITE: www.rsmbettyanddickson.co.za **APPLY AT:** www.rsmbettyanddickson.co.za/careers

Sable Group

The Sable Group of companies offers a wide range of professional services to international citizens. We tailor individual solutions to meet the accounting, wealth, financial, currency and nationality needs of our clients. We're global in every sense of the word, with over 200 staff and offices in Cape Town, London and Melbourne. We offer international experience in a competitive, energised environment. Our employees are the foundation of our success, and staff development and growth are key aspects of our company values.

WHO WE ARE LOOKING FOR: We are constantly looking for exceptional and ambitious graduates from all degrees to join us and kickstart their careers. Our preferred candidates have great attitudes and are energetic, positive and hungry to learn.

HOW TO APPLY: Interested candidates should send their CVs to sajobs@sable-group.com **WEBSITE:** www.sable-group.com **APPLY AT:** sajobs@sable-group.com

TYPE OF JOB Clerical and Admin, Accounting, Finance, Immigration, Digital Marketing and Sales **DEGREES SOUGHT** • • Humanities Olaw O Science O Health Science O EBE Commerce **LOCATION** Kenilworth, Cape Town **SA CITIZENSHIP REQUIRED?** Yes O Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** Ongoing CAREERS EXPOS Accounting Expo: 28 July 2015 Business, Finance & Management Expo: 3 August 2015





With 37 000 staff in over 730 offices in over

110 countries, you'll find the right fit at RSM.

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Connected for success

www.rsmbettyanddickson.co.za



It's not easy to land a seat in our hedge fund grad programme.

But if you do, you could be in line to run your very own book.

Take your place in our Alternative Investments Academy and be set for the future. For more information visit www.aiacademy.co.za

Applications close 03 August 2015.



Sanlam Investments

Sanlam Investments, with more than R400 billion under management, is a multiple industry award winner and a leading provider of institutional investments, group life and disability benefits, risk services, fund administration and derivative based structured solutions to institutions and retirement funds. We offer award-winning performance via our pooled life and segregated portfolios that we structure to match the risk profile and preferences of large institutional clients. Our clients include retirement funds, long-term insurers, short-term insurers, medical schemes, municipalities, university endowment funds, charities, mining rehabilitation funds, trusts and offshore clients. We have one of the largest multi-specialist investment teams in South Africa and all our team members are highly qualified and offer depth and breadth of experience in their areas of expertise.

WHO WE ARE LOOKING FOR: Honours and Masters students graduating end of 2015 may apply.

HOW TO APPLY: Please apply via our careers website. **WEBSITE:** www.sanlam.co.za **APPLY AT:** www.sanlam.co.za



TYPE OF JOB Positions vary across business entities. **DEGREES SOUGHT O** O Humanities O Science O Health Science O EBE Commerce **LOCATION** Johannesburg and Cape Town **SA CITIZENSHIP REQUIRED?** Yes O Bursaries or Scholarships O Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 31 July 2015 CAREERS EXPOS All Degree: 27 July 2015 Accounting Expo: 28 July 2015

Sanlam Life Insurance Limited

Sanlam is one of the largest financial services groups in South Africa. Our business is conducted through Sanlam Limited, the corporate head office and four business clusters: Sanlam Personal Finance, Sanlam Investments, Sanlam Emerging Markets and Santam. We offer a range of careers across these business entities. We believe in helping every staff member reach their full potential and a state of general well-being by offering a range of financial and non-financial benefits. We invest significantly in development, training and leadership programmes, assisting our employees to grow their careers.

WHO WE ARE LOOKING FOR: BCom Finance and Economics, BCom Insurance & Risk Management, BCom Accounting, BCom Information Systems, BBusSci, Actuarial Science, BCom Honours in any of the above listed qualifications.

HOW TO APPLY: All applications to be made via the graduate website at www.sanlam.co.za/graduates. **WEBSITE:** www.sanlam.co.za **APPLY AT:** www.sanlam.co.za/graduates

Become a Wealthsmiths¹ apprentice.

We're in the business of planning for tomorrow. The never-ending pursuit of meticulously crafting our clients' futures. We do this by truly appreciating the value of money and turning the materials we're given into something more. It's our trade and it's something we're passionate about. It's what makes us Wealthsmiths™.

If you would like to become a Wealthsmiths™ apprentice, you can apply for a graduate position at Sanlam.

Our Sanlam Graduate Programme gives candidates the opportunity to earn valuable industry experience in the fields of investments, finance, underwriting, IT and more. It provides structured development opportunities focussing on leadership competencies, exposure to group coaching and opportunities to network with other graduates and young professionals, all whilst working in the industry.

We also offer a CA Training Programme as well as an Actuarial Programme where your analytic abilities will be honed in order to further develop your professional skills.

Apply now. Go to www.sanlam.co.za/graduates Closing date: 31 July 2015



Santam Ltd

Santam is the market leader in the general insurance industry in South Africa. Our success is rooted in our passion for our clients and everything we do is centred on our delivery of Insurance Good and Proper. We're about people. People drive our business so it follows that we want to recruit the best people possible whether they work for us permanently or for a short time as temporary employees.

WHO WE ARE LOOKING FOR: Insurance and Risk Management: Actuarial Science; Management Accounting; Mathematics; Finance; Business Economics; Engineering; Law; Agriculture (plant physiology, or crop production); Statistics; IT degree; Internal Audit; Maritime studies and Logistics.

HOW TO APPLY: Please apply online by submitting your CV, cover letter and recent academic transcripts. WEBSITE: www.santam.co.za APPLY AT: www.santam.co.za/about-us/careers



TYPE OF JOB

Health Safety Security Environment Advisor (Environmental/General), Plant Analyst (Lubricants Supply Chain), Planning Analyst (Lubricants Supply Chain), Pricing Analyst (Retail), Network Planning Analyst (Retail), Channel Optimisation Analyst, Commercial Fuels Project Analyst, Commercial Business-to-Business

DEGREES SOUGHT 0

- O Humanities
- Science
- O Health Science
- FRF
- Commerce
- LOCATION Position dependent



SA CITIZENSHIP REQUIRED? Yes

- O Bursaries or Scholarships
- O Vacation jobs and/or Internships
- Graduate Opportunity

CLOSING DATE 31 May 2015

Shell SA

At Shell, we're in search of remarkable people to join us; people curious to discover ever-smarter ways to meet the world's growing demand for energy. Do you have the passion, the creativity and the drive to bring innovations and projects to life? With more than 90,000 employees across 70 countries, this scale means that we deliver solutions for some of the most complex business challenges. During the first few years in our company, you will be part of Shell's global Graduate Program. During this time, we will identify a number of assignments for you, which offer maximum opportunity for learning and contribution. You can expect to receive world-class coaching, invaluable mentoring, formal structured training and regular in-depth progress checks to ensure you're on track to reaching your potential.

WHO WE ARE LOOKING FOR: Within the Graduate Program in South Africa, we are currently looking for Graduates (Bachelors or Masters) for the following areas: HSSE & Environmental Management; Production & Manufacturing; Sales & Marketing; Supply Chain; and Economics. During our selection process you will be assessed against Capacity, Achievement and Relationship skills. You'll have the ability to absorb information, analyze problems, make objective decisions and come up with innovative ideas.

HOW TO APPLY: Apply online. Create an account and search for Employment Opportunities 2015 - South Africa. Apply & upload the mandatory documents: detailed CV, certified copy of your SA ID and latest academic records. Before submitting your application you will be asked to complete an online questionnaire. This must be completed in order to proceed with your application. WEBSITE: www.shell.com APPLY AT: www.shell.co.za/careers

TYPE OF JOB

Finance, IT, HR, Marketing, Properties

DEGREES SOUGHT O

- O Humanities
- O Science
- O Health Science
- ERF
- Commerce



LOCATION Nationwide



SA CITIZENSHIP REQUIRED? Yes

- Bursaries or Scholarships
- O Vacation jobs and/or Internships
- Graduate Opportunity

CLOSING DATE 30 September 2015

CAREERS EXPO Accounting Expo: 28 July 2015

Shoprite Group Of Companies

Shoprite Group is more than just a group that provides food and household items. By providing these food and household items in a first-world shopping environment, at the Group's lowest possible prices, we are also contributing to the nurturing of stable economies and the social upliftment of people in all our countries. And when it comes to our people, the Group is looking for people who also demand more. People with intelligence, energy, loyalty and fearless natures who refuse to settle for the status quo. People who want more for themselves, their family, their community and their country. We expect more from our people, but with our size, economic power, can-do attitude, dedication to sustainability, and of course our outstanding Learning and Development curricula we also have what it takes to give you more, so you can do more, and be more.

WHO WE ARE LOOKING FOR: The Shoprite Group offers stimulating and challenging career opportunities to people who are serious about getting ahead in life. So if you're willing to roll up your sleeves, live your life to its fullest capacity, and do more for yourself, your family, your community and your country, then welcome to the Shoprite Group. We are looking for students studying Accounting, Industrial Engineering and other retail related qualifications

HOW TO APPLY: Please visit our website for online registration and applications, WEBSITE: www.shopriteholdings.co.za APPLY AT: www.shopritebemore.com

Standard Bank

Standard Bank has a history of nearly 153 years. We started operating our Sub-Saharan Africa business in the early 1990s. We currently operate in 20 countries on the African continent, including South Africa and also have representation in other international countries. We aim to build the leading African-focused financial services organisation using all our competitive advantages to the full.

WHO WE ARE LOOKING FOR: We are looking for graduates with strong academics in business related disciplines with majors in Finance, Economics, Accounting (CA & non-CA), Management, Quantitative Analysis, Applied & Computational Maths, Mathematics, Statistics, Information Technology, Law and Engineering.

HOW TO APPLY: Apply online. Submit your CV, motivation letter, identity document and full academic transcripts. WEBSITE: www.standardbank.com APPLY AT: www.standardbank.com/graduates

TYPE OF JOB

Banking, Finance, Risk, Compliance, IT, Operations, User Experience, Global Markets, **Investment Banking, Transactional Products** & Services

DEGREES SOUGHT

- Humanities
- law
- Science EBE
- O Health Science
- Commerce



LOCATION Gauteng and KwaZulu Natal



SA CITIZENSHIP REQUIRED? No

- O Bursaries or Scholarships
- Vacation jobs and/or Internships
- Graduate Opportunity

CLOSING DATE 30 June 2015

CAREERS EXPOS Internship Expo: 14 April 2015 Law Expo: 5 May 2015 | Accounting Expo: 28 July 2015 | Science, Engineering & Technology Expo: 29 July 2015 | Business, Finance & Management Expo: 3 August 2015

PRESENTATION 8 April 2015 | 1pm | LS 3A

State Street Southern Africa

State Street Corporation (NYSE: STT) is the world's leading provider of financial services to institutional investors including investment servicing, investment management and investment research and trading. With \$27.43 trillion in assets under custody and administration and \$2.35 trillion in assets under management as of December 31, 2013, State Street operates globally in more than 100 geographic markets and employs 29,430 worldwide. State Street offers graduates an exciting career working for a global financial services organisation across fund accounting, fund administration and financial reporting roles. Graduates will develop excellent product knowledge and an understanding of the complex processes surrounding the services we provide to our blue chip client base which includes asset managers, pension fund managers and institutional investors locally and internationally.

WHO WE ARE LOOKING FOR: Degree qualified graduates from Business, Finance or Accounting related disciplines. Other attributes include strong communication skills, attention to detail and solid IT skills.

HOW TO APPLY: Visit our website. Go to Careers/South Africa and register your CV. We recruit graduates throughout the year. We also have an internship programme which starts in January 2016 - applications to be received in November 2015. **WEBSITE:** www.statestreet.com

APPLY AT: www.statestreet.com/about/careers/job-opportunities



TYPE OF JOB Strategy Consulting DEGREES SOUGHT O O Humanities Science Health Science FRF Commerce LOCATION Johannesburg SA CITIZENSHIP REQUIRED? Yes O Bursaries or Scholarships O Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE 28 August 2015 CAREERS EXPOS** Business, Finance & Management Expo: 3 August 2015 Engineering Expo: 4 August 2015

Step Advisory (Pty) Ltd

Step Advisory builds businesses. A boutique management consulting company comprising of an inspired team of business architects, our expertise lies in: insights, strategy, innovation and growth. We believe that business building is a journey – one we begin by asking the question "What if...?" The Step Graduate Programme is a unique and intensive programme aimed at the development and growth of some of South Africa's most promising graduates. The programme is run over a two year period where graduates will rotate across multiple areas of the business including various consulting projects, internal operations and impacting. During this time, graduates have the chance to work closely with various members of the Step team whilst under the mentorship of the dynamic and innovative Step leadership team.

WHO WE ARE LOOKING FOR: The Step Graduate is a person who wholeheartedly embodies our values. Our team is made up of dynamic, motivated individuals, who are led by the overarching goal of helping our clients and our people reach their Godgiven potential. The Step Graduate should exemplify the following characteristics: inspired, relevant, curious, adventurous, aware, fluid, relationship-focused, and steadfast.

HOW TO APPLY: Please submit your CV and a motivation to gradprogramme@step.co.za **WEBSITE:** www.step.co.za **APPLY AT:** gradprogramme@step.co.za



Sunglass Hut

A true industry leader, Sunglass Hut has helped fuel a modern phenomenon that is too easy to love: the democratization of luxury. With over 3000 Sunglass Hut locations in over 35 countries, people from around the world have flocked to our brand for decades! Sunglass Hut is a truly global brand, with a truly global presence! At Sunglass Hut our mission is to establish ourselves as the authority and key destination for fashion, style and premium sunglasses. Our vision is to create loyalty beyond reason through consistently delivering our brand experience, leaving our customers surprised and delighted.

WHO WE ARE LOOKING FOR: Knowledge & Skills: sales, independent, self-motivated worker, strong communication and listening skills, and interpersonal skills. Requirements for full-time & part-time positions: Grade 12, Bachelor's degree in Commerce (optional) and previous experience in retail or customer service preferred.

HOW TO APPLY: Please submit your CV together with a copy of your academic transcripts and motivational letter stipulating why you want to work for Sunglass Hut to careers@sunglasshut.co.za

WEBSITE: www.sunglasshut.co.za APPLY AT: careers@sunglasshut.co.za

Sutherland (Pty) Ltd

Sutherland's expertise covers a diverse spectrum of multi-disciplinary engineering services ranging from structural engineering, which is the company's original core competency, to civil, mechanical (Wet Services, Fire, HVAC) and electrical engineering services. We strive to provide a world-class engineering service, fully optimizing the structural, civil mechanical and electrical engineering aspects of all work undertaken. We believe that our innovative and proactive approach contributes in a broader sense throughout the feasibility, planning, procurement and construction stages to ensure well thought-through, carefully planned, cost efficient and effectively managed projects.

WHO WE ARE LOOKING FOR: Structural Engineers, BEng Civil, Mechanical and Electrical Engineers. We are looking for dynamic, energetic graduates.

HOW TO APPLY: Email your CV, cover letter, latest academic transcripts and a copy of your ID to careers@sutherlandengineers.com or keitha@sutherlandengineers.com **WEBSITE:** www.sutherlandengineers.com **APPLY AT:** careers@sutherlandengineers.com

TYPE OF JOB Engineering **DEGREES SOUGHT** O Humanities O Science O Health Science EBE O Commerce **LOCATION** Johannesburg, Cape Town, Durban **SA CITIZENSHIP REQUIRED?** Yes Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 30 November 2015 **CAREERS EXPO Engineering Expo: 4 August 2015**

Swiss Re Life and Health Africa Limited

The Swiss Re Group is a leading wholesale provider of reinsurance, insurance and other insurance-based forms of risk transfer. Dealing direct and working through brokers, our global client base consists of insurance companies, mid-to-large-sized corporations and public sector clients. From standard products to tailor-made coverage across all lines of business, we deploy our capital strength, expertise and innovation power to enable the risk-taking upon which enterprise and progress in society depend.

WHO WE ARE LOOKING FOR: Actuarial Science, BSc, Accounting Sciences, IT, Engineering, Maths and Stats, Commerce or similar degrees.

HOW TO APPLY: Apply online at www.swissre.com **WEBSITE:** www.swissre.com **APPLY AT:** www.swissre.com



TYPE OF JOB Management Consultant, Strategy Consultant, Analyst, Business Analyst **DEGREES SOUGHT 0** O Humanities O Law Science Health Science EBE Commerce ■ LOCATION Johannesburg SA CITIZENSHIP REQUIRED? Yes O Bursaries or Scholarships O Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 4 December 2015 **CAREERS EXPO** Science, Engineering & Technology Expo: 29 July 2015

Synapsos In-House Consulting Partners

Synapsos is a consultancy formed by a small group of global, highly experienced consulting professionals with a background in blue-chip and boutique management consulting firms. We draw on our deep expertise and networks to assist our clients in the corporate sector to operate well-functioning and competitive in-house consulting teams. Overall, we concentrate on services in three categories: operational design, capability improvement and capacity augmentation. Some of us are free-lancing; others are in structured employment. While we specialize on different substance matters and while we are based in different geographies, we share the passion for the consulting industry and are united by the entrepreneurial spirit to experiment with new business models.

WHO WE ARE LOOKING FOR: Majors in Finance, Economics, Actuarial Science, Health Sciences and Engineering do well in our environment. We hire passionate, ambitious and energetic team-players, that are able to think strategically in an entrepreneurial environment. We look for exceptional, high-achieving graduates and postgraduates, with strong academics – a high level of numeracy is imperative. Our roles require analytical minds with the ability to solve complex problems and demonstrated leadership ability.

HOW TO APPLY: Please email the following information to recruitment@qiconsult.co.za: a cover letter, a detailed CV (no longer than 3 pages), your academic transcripts from grade 12 up to and including your final year of study, and a copy of your ID/Passport. **WEBSITE:** www.synapsos.net **APPLY AT:** recruitment@qiconsult.co.za

TYPE OF JOB Information Technology and Consulting DEGREES SOUGHT O O Humanities O Law O Science O Health Science O EBE O Commerce LOCATION Cape Town, Johannesburg, India SA CITIZENSHIP REQUIRED? Yes O Bursaries or Scholarships O Vacation jobs and/or Internships O Graduate Opportunity CLOSING DATE 31 August 2015

Tata Consultancy Services South Africa PTY Limited

Tata Consultancy Services South Africa (TCS SA) is an IT services, business solutions and outsourcing organization that delivers real results to global businesses, ensuring a level of certainty no other firm can match. TCS SA provides specific Information Management Consultancy Services to South African clients. TCS has extensive capabilities in specialised areas like implementing and managing SAP, Oracle, Banking, and Insurance packages. Some of the key customers include key South African banks, Telecom service providers, Resources and Mining, Universities, Government, Healthcare, Insurance, Retail and Customer Packaged Goods, Manufacturing, High Tech, Media and Information Services, Construction, Travel, Transportation and Hospitality.

WHO WE ARE LOOKING FOR: Information Technology or Computer Science qualification; 50% average overall and not more than 2 years oap in studies.

HOW TO APPLY: Please submit your CV to dinesh1.d@tcs.com **WEBSITE:** www.tcs.com **APPLY AT:** dinesh1.d@tcs.com

TEACH South Africa

TEACH South Africa is a public benefit organization led by the South African business community. In an effort to address the educational achievement gap that persists in the country, TEACH South Africa decided to be part of the solution by placing highly skilled and motivated recent university graduates in the classroom. What we offer is an opportunity for qualified Maths, Science, English and IT graduates to use their skills to improve learner achievement. Through our intensive training and support, we will equip non education graduates with what is needed to be a successful educator. TEACH Ambassadors are placed at disadvantaged schools to teach for a period of two years. In the long-term TEACH Ambassadors will form an alumni movement informed by their experience in the classroom, will fight for educational equality and for learners all over South Africa by using their influence in whatever sector they decide to work in.

WHO WE ARE LOOKING FOR: A minimum of a Bachelors' degree is required with Maths, Science, English or IT as a subject.

HOW TO APPLY: Apply online. **WEBSITE:** www.teachsouthafrica.org **APPLY AT:** www.teachsouthafrica.org



The Boston Consulting Group RSA (Ptv) Ltd

The Boston Consulting Group is a global management consulting firm and the world's leading advisor on business strategy. We partner with clients in private, public and non-profit sectors and in all regions to identify their highest-value opportunities, address their most critical challenges, and transform their businesses. Our customized approach combines deep insight into the dynamics of companies and markets with close collaboration at all levels of the client organization. BCG is a truly global company with over 80 offices in more than 40 countries. BCG has been recognized by a variety of external organizations, including Fortune, Working Mother and Consulting magazines for the quality of our work, our strength as an employer and the exceptional impact of our leading consultants.

WHO WE ARE LOOKING FOR: We value the unique talents that each of you has to offer, and do not utilize a 'one size fits all' approach to select our interns. Traits that our team typically shares are academic excellence, leadership drive, thoughtfulness, critical thought and intellectual curiosity. Our teams often consist of graduates with inquiring minds working alongside seasoned specialists with years of industry or functional expertise. Creativity in our teams is integral to our success as a firm.

HOW TO APPLY: To apply, please upload your CV, cover letter and full academic record on the BCG website (select Johannesburg as first office preference). Your cover letter should be addressed to Ms. Naleshnee Reddy, Senior Recruiting Coordinator. In your cover letter, you should mention your interest in BCG's 'Internship program' and highlight why you are a good fit for this opportunity. WEBSITE: www.bcg.com APPLY AT: www.bcg.com



TYPE OF JOB

Buying, Merchandise Planning, Finance, Internal Audit, Design, IT, HR, Marketing, Transport & Logistics, Business Analysis, Merchandising

DEGREES SOUGHT O

- Humanities
- O Law
- Science
- O Health Science
- EBE
- Commerce



LOCATION Cape Town



SA CITIZENSHIP REQUIRED? Yes

- O Bursaries or Scholarships
- Vacation jobs and/or Internships
- Graduate Opportunity

CLOSING DATE 31 August 2015

CAREERS EXPOS Internship Expo: 14 April 2015 All Degree: 27 July 2015 | Science, Engineering & Technology Expo: 29 July 2015 | Business, Finance & Management Expo: 3 August 2015

COMPANY SHOWCASE 14 May 2015 10am-3pm | Leslie Social Mezzanine.

The Foschini Group

TFG (The Foschini Group) is a South African fashion lifestyle retailer & comprises of 17 fashion forward brands. TFG comprises of the following 17 exciting retails brands; @home, @homelivingpace, American Swiss, Charles & Keith, Donna-Claire, Duesouth, Exact!, Fabiani, Fashion Express, Foschini, G-star Raw, Hi, Markham, Mat & May, Sportscene, Sterns and Totalsports. Human capital is our company's greatest asset; the right blend of skills, knowledge, experience, ability and behaviour is required to ensure success. Our focus is therefore on attracting, developing, rewarding and retaining talented individuals with the right attitude and a commitment to self-development.

WHO WE ARE LOOKING FOR: Well-rounded individuals who display a passion for fashion, leadership and interpersonal skills, merchant thinking, and business acumen. We employ graduates from diverse disciplines with majors in Economics, Marketing, Maths, Statistics, Accounting, IT, HR/Organisational Psychology, Transport & Logistics.

HOW TO APPLY: Upload your updated CV and full academic transcripts on our careers portal. WEBSITE: www.tfg.co.za APPLY AT: www.iamme.co.za

TFG'S (THE FOSCHINI GROUP) GRAD PROGRAMME





17 leading brands combined with talented and retail savvy employees help create the leading fashion lifestyle retailer in Africa!

Stay connected to find out what career opportunities TFG can offer you.

Visit

www.iamme.co.za www.facebook.com/TFGIAMME

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TFG'S MISSION IS TO BE THE LEADING FASHION LIFESTYLE RETAILER IN AFRICA!

@home @homelivingspace AmericanSwiss Charles & Keith Donnaclare Duesouth exact Fabiani. Fashionexpress Foschini G-Star Raw May sportscene Sterns TOTALSPORTS

The South African Breweries

Founded in 1895, the South African Breweries (Pty) Ltd (SAB) is the South African subsidiary and historical birthplace of SABMiller plc, one of the world's largest brewers by volume with more than 200 brands and brewing interests and distribution agreements in over 60 countries across six continents. SAB is the second largest listed company on the JSE Securities Exchange, South Africa's leading producer and distributor of alcoholic and non-alcoholic beverages and one of the nation's largest manufacturing firms.

WHO WE ARE LOOKING FOR: We place great emphasis on employing people who are both talented and highly motivated. SAB seeks potential graduate trainees who share the same values and who demonstrate a 'love' for our company and country. We are an extremely driven organisation and search for individuals who display resilience, the ability to work well in teams and are disciplined enough to manage and motivate themselves. This coupled with good academics is a must.

HOW TO APPLY: Apply online at www.sabcareers.co.za **WEBSITE:** www.sabcareers.co.za **APPLY AT:** www.sab.gradx.net



TYPE OF JOB Computer Science, Actuarial Science, Finance, IT, IS, Computer Engineering **DEGREES SOUGHT 0** O Humanities O Law Science O Health Science EBE Commerce LOCATION Cape Town **SA CITIZENSHIP REQUIRED?** Yes O Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** Ongoing **CAREERS EXPOS** Science, Engineering & Technology Expo: 29 July 2015 Business, Finance & Management Expo: 3 August 2015

ThoughtExpress

ThoughtExpress is a Software-as-a-Service company that provides end-to-end solutions to large enterprises, allowing them to run their entire business through a cloud computing model. We engage in high level strategic partnerships with our clients to drive their business forward. Our in-house researched and developed technologies give us a strong competitive advantage, allowing us to implement sophisticated rules for running an enterprise in industry leading time frames. This leads to efficient use of business knowledge and resources. Our ability to adapt quickly with tight integration across the entire business leads to substantially less risk for our clients and highly successful projects. The company's culture is one where freedom, personal accountability and innovation are encouraged in a non-corporate environment. We are young, dynamic, rapidly expanding firm with clients in multiple countries.

WHO WE ARE LOOKING FOR: We are looking for exceptional people who are flexible, innovative and willing to manage themselves. Areas of interest include: Actuarial Science, Finance, Business Processing, Cloud Computing, Scalability, High Performance Computing, Computer Security, Network Engineering, Complexity Theory & Mathematics.

HOW TO APPLY: Email your CV and cover letter to jobs@thoughtexpress.com. Please note there is no closing date for applications. WEBSITE: www.thoughtexpress.com APPLY AT: jobs@thoughtexpress.com

TYPE OF JOB Graduate Programme DEGREES SOUGHT O O Humanities Science O Health Science ERF Commerce LOCATION Johannesburg SA CITIZENSHIP REQUIRED? Yes O Bursaries or Scholarships O Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE 12 August 2015 CAREERS EXPO** All Degree - 27 July 2015

Tiger Brands Limited

Tiger Brands Limited is the largest JSE listed, branded food company in South Africa. With over 90 brands within our stable, some of our iconic brands include Jungle, Tastic, Oros, Beacon, Maynards, Doom, All Gold and Enterprise. We have a footprint in SA, Nigeria, Kenya, Cameroon, Zimbabwe and Ethiopia, covering all points of the African compass. We have a passion for our people, our brands, the world we live in and performance which is evident in all we do.

WHO WE ARE LOOKING FOR: If you are innovative, driven, curious, determined and want to be part of a company which is on the journey to be the largest packed goods in emerging markets, apply to our graduate programme. Final year students in the following qualification streams: BSc Engineering (Mechanical, Industrial, Chemical, Electrical, Electro-Mechanical); BSc Food Science/Chemistry; BCom majors; BCom Accounting (Hons).

HOW TO APPLY: Apply online between 1 June and 12 August 2015. Attach your academic results and ensure your application is completed in full. **WEBSITE:** www.tigerbrands.co.za **APPLY AT:** www.tigerbrands.co.za

TNS

TNS is the World's leading Market Research Company. TNS is different. We are not just a research company, we exist to identify and advise on how our clients can grow. Helping our clients achieve growth underpins everything we do. Our success is driven by a team of energetic, inspiring, passionate, problem solving and intelligent people. TNS is a global company operating in 80 countries in the world. Thus providing regional and global opportunities of secondment and transfers for personal development.

WHO WE ARE LOOKING FOR: Business Science Honours in Marketing / Management; PGDP in Marketing / Research Psychology Masters and Honours in Statistics.

HOW TO APPLY: Send your CV & motivation letter to Alison.eastwood@tnsglobal.com WEBSITE: www.tnsglobal.com APPLY AT: Alison.eastwood@tnsglobal.com



TNS Global Brand Equity Centre

We are world leading brand equity experts. Our passion is to help clients grow strong brands. The ConversionModel evaluates the two critical factors affecting brand choice; power in the mind (how people feel about a brand) and power in the market (factors like price and availability). It provides actionable direction on how to build brands and create enduring customer relationships and gives the real picture of what people buy, why they buy and what they will do next. 70% of the world's most valuable brands use the ConversionModel to achieve growth. The Global Brand Equity Centre's primary role is to support and develop best in class solutions within TNS.

WHO WE ARE LOOKING FOR: We are looking for high achievers with a strong interest in marketing research and a desire to gain an understanding of brands and consumer commitment. Individuals who are energetic, creative, innovative and team players. We are open to BBusSci Marketing, BCom (Hons) Marketing, PGDip Marketing and Statistics degrees.

HOW TO APPLY: Send your CV, motivation letter and academic transcripts to Abigail.Louw@tnsglobal.com. Only successful candidates will be contacted. **WEBSITE:** www.tnsglobal.com

APPLY AT: Abigail.Louw@tnsglobal.com



TYPE OF JOB Planning **DEGREES SOUGHT 0** O Humanities O Science O Health Science O EBE Commerce **LOCATION** Cape Town **SA CITIZENSHIP REQUIRED?** Yes O Bursaries or Scholarships O Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 29 February 2016 CAREERS EXPO All Degree: 27 July 2015 **COMPANY SHOWCASE** 19 August 2015 10am-3pm | visit MyCareer for venue details

Truworths

At Truworths, you'll find a dynamic business environment where our staff are constantly challenged to reinvent the way we do business in order to keep us at the forefront of the South African fashion industry. Take a walk through our stores or offices and you'll encounter an infectious love of fashion and a tangible will to succeed among the people who make up our business – both of which are key to keeping us at least one step ahead of the competition.

WHO WE ARE LOOKING FOR: BCom (all qualifications).

HOW TO APPLY: Apply online for our graduate programme. **WEBSITE:** www.truworths.co.za **APPLY AT:** www.truworths.co.za

TYPE OF JOB HR. Finance, Marketing, Supply Chain Logistics, Planning, Engineering, Customer Development and Research & Development **DEGREES SOUGHT O** Humanities O Health Science Science FRF Commerce LOCATION Durban, Johannesburg SA CITIZENSHIP REQUIRED? Yes O Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE 19 August 2015** CAREERS EXPOS Internship Expo: 14 April 2015 All Degree: 27 July 2015 | Accounting Expo: 28 July 2015 | Science, Engineering & Technology Expo: 29 July 2015 | Business, Finance & Management Expo: 3 August 2015 Engineering Expo:4 August 2015

COMPANY SHOWCASE 10 March 2015 10am-3pm | LS Mezzanine

Unilever SA

At Unilever, we believe in investing in the future and in developing the business leaders of tomorrow - you. Whether you're a graduate looking for on-the-job training through our Management Trainee Programme, a student looking for a hands-on Internship, or if you're interested in our Apprenticeship Programme, we've got what you're looking for. All our Programmes offer you continuous business mentoring and hands-on responsibility in one of the most successful consumer goods companies in the world. Our world-class Programme which turns graduates into managers.

WHO WE ARE LOOKING FOR: Degree in Engineering (Mechanical, Chemical, Industrial & Electrical); BCom Accounting, Economics, Financial management; BSocSci; BSc; Supply Management. Foreign Nationals: Students studying in South Africa can apply to be placed in one of the following Unilever territories: Ethiopia, Ghana, Ivory Coast, Kenya, Mozambique, Malawi, Nigeria, Tanzania, Uganda, Zambia and Zimbabwe. Placement will be based on business needs and consideration will be given to placement of successful candidates within their home country.

HOW TO APPLY: Apply online. **WEBSITE:** www.unilever.co.za **APPLY AT:** www.unilever.co.za/careers

Vanderspuy Cape Town Attorneys

Vanderspuy Cape Town is a medium sized law firm practicising in diverse areas of law, including, commercial and contract law, general litigation, medical negligence, property law and conveyancing, and personal injury law.

WHO WE ARE LOOKING FOR: We are looking for Law students to complete their 2 year articles with the firm (LLB degrees).

HOW TO APPLY: Please submit your CV and cover letter to tammyb@vdslaw.co.za **WEBSITE:** www.vdslaw.co.za **APPLY AT:** tammyb@vdslaw.co.za









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www.unilever.co.za/careers



FOREIGN NATIONALS

Students studying in South Africa can apply to be placed in one of the following Unilever territories: Ethiopia, Ghana, Ivory Coast, Kenya, Mozambique, Malawi, Nigeria, Tanzania, Uganda, Zambia, Zimbabwe. Placement will be based on business needs and consideration will be given to placement of successful candidates within their home country.

















VOLKSWAGEN

GROUP SOUTH AFRICA



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with a Career at Volkswagen Group South Africa

Recognised as one of South Africa's Top Employers, Volkswagen Group South Africa is looking for motivated, driven and dedicated graduates. Do you have an excellent academic record, sound communication skills and leadership potential? Are you passionate about cars? If the answers are yes, then please apply to our Graduate Trainee Programme. The Programme covers a wide range of career fields and is open to all South African citizens.



For more information, visit our careers website at www.vw.co.za/careers

Volkswagen Group South Africa

Volkswagen Group South Africa (VWSA) is South Africa's market leader in the passenger car segment, and the Eastern Cape's largest employer. With 12 brands ranging from Bugatti, Bentley and Lamborghini, through Volkswagen, Audi, Ducati to Volkswagen Commercial Vehicles, MAN and Scania, the Volkswagen Group employs over 550 000 people world-wide and is fast becoming the World's most innovative volume car manufacturer. VWSA offers comprehensive learning development and career opportunities, and is a sought-after employer because of its innovative, fast paced and exciting work environment.

WHO WE ARE LOOKING FOR: Recognised as one of South Africa's Top Employers, Volkswagen Group South Africa is looking for graduates with excellent academic records, passion for cars, sound communication skills and leadership potential. Diplomas/Degrees in the following fields: Engineering (Industrial, Mechanical, Electrical, Mechatronics), Marketing, Accounting, Finance, Economics, HR/Organisational Psychology, Purchasing, Logistics, Public Relations/Communications, Information Services/Information Technology.

HOW TO APPLY: Applications must be submitted via our careers website. **WEBSITE:** www.vw.co.za **APPLY AT:** www.vw.co.za/careers



TYPE OF JOB Legal - Articles of Clerkship, Vacation programme **DEGREES SOUGHT O** O Humanities Law O Science O Health Science O EBE O Commerce **LOCATION** Johannesburg and Cape Town **SA CITIZENSHIP REQUIRED?** No Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 31 May 2015 CAREERS EXPO Law Expo: 5 May 2015

Webber Wentzel

Webber Wentzel is a leading South African law firm. We aim to work alongside our clients as a trusted adviser, delivering world-class legal expertise and innovative thinking. With a staff of approximately 800 people, including over 400 lawyers, and offices in Johannesburg and Cape Town, our market-leading position is reinforced by a number of accolades and achievements. Our collaborative alliance with Linklaters provides clients with market leading support across sub-Saharan Africa through Linklaters' English law, New York law, Anglophone, Francophone and Lusophone capability and enables us to work on an integrated basis on multi-jurisdictional projects and transactions. We have strong network of relationships with law firms across the African continent, for the benefit of clients doing business in Africa.

WHO WE ARE LOOKING FOR: Academic requirements: LLB, or a combination of any undergraduate qualification together with an LLB. Personal attributes: resilience, team work and problem solving.

HOW TO APPLY: Please send your applications, for both Articles of Clerkship and the Vacation Programmes, to articles@webberwentzel. com. Your application should include your CV, a copy of your ID, matric certificate and full academic record. Please also make it clear which Webber Wentzel office (Johannesburg or Cape Town) you are applying to. WEBSITE: www.webberwentzel.com

APPLY AT: articles@webberwentzel.com

TYPE OF JOB Vacation Work and Articles/Legal DEGREES SOUGHT O O Humanities O Law O Science O Health Science O EBE O Commerce LOCATION Johannesburg, Cape Town SA CITIZENSHIP REQUIRED? Yes O Bursaries or Scholarships O Vacation jobs and/or Internships O Graduate Opportunity CLOSING DATE 30 April 2015 CAREERS EXPO Law Expo: 5 May 2015

Werksmans Attorneys

Werksmans Attorneys is a leading South African corporate and commercial law firm offering an extensive range of legal services to multinationals, listed companies, financial institutions, entrepreneurs and government. In addition to being well established in Gauteng and the Western Cape, we offer a gateway into 25 other African countries through our African legal network, Lex Africa. With a formidable track record in mergers and acquisitions, banking and finance, and commercial litigation and dispute resolution, Werksmans is distinguished by the people, clients and work that it attracts and retains. Our extensive training programme for our Candidate Attorneys will well equip you for your future whether in a law firm or in a corporate environment. We currently have branches in Gauteng, Stellenbosch, Cape Town and Tygervalley. At Werksmans, we hire the best people and then we help them to become even better.

WHO WE ARE LOOKING FOR: We invite applications from BA Law, BCom Law, LLB undergraduate and all other Law students wanting to apply for Vacation work and/or Articles.

HOW TO APPLY: Email your application to careers@werksmans.com. Include a motivational letter, CV, full academic transcripts, matric certificate, ID, references (two written character references). Please specify whether you are applying to Johannesburg, the Western Cape, or both. There are a limited number of positions available on our Graduate Programme and therefore we encourage you to apply as soon as possible.

WEBSITE: www.werksmans.com APPLY AT: careers@werksmans.com

TYPE OF JOB

wiGroup

wiGroup is an innovative mobile tech business, specializing in point of sale integrated mobile transacting. Our platform is live in over 50,000 till lanes across South Africa and we have processed over 3 billion Rand. wiGroup is a global leader in the in-store mobile transacting space. In December 2014, we were awarded the PWC Local to Global award in Luxembourg. Our culture is one of excellence and innovation. We are head quartered in Cape Town, with a presence in the UK and Nigeria. Our vision is 'to simplify and improve how the world transacts.

WHO WE ARE LOOKING FOR: We're looking for highly motivated, passionate and entrepreneurial graduates in both business and technology disciplines. Everyone has a say in our world and we look for people who want to make a positive difference.

HOW TO APPLY: Submit your CV to careers@wigroup.co.za **WEBSITE:** www.wigroupinternational.com **APPLY AT:** careers@wigroup.co.za

IT development, Business Analysis and Project Management **DEGREES SOUGHT** • O Humanities O Law Science O Health Science EBE Commerce **LOCATION** Cape Town **SA CITIZENSHIP REQUIRED?** No O Bursaries or Scholarships Vacation jobs and/or Internships Graduate Opportunity **CLOSING DATE** 30 September 2015 **CAREERS EXPO** Science, Engineering & Technology Expo: 29 July 2015

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TYPE OF JOB

IT, Business Analysis, Project Management, Management, Software and Hardware **Development**, Software Testing

DEGREES SOUGHT O

- O Humanities
- Science • EBE
- O Health Science
- Commerce
- LOCATION Cape Town



SA CITIZENSHIP REQUIRED? No

- O Bursaries or Scholarships
- Vacation jobs and/or Internships
- Graduate Opportunity

CLOSING DATE 31 October 2015

CAREERS EXPO Science, Engineering & Technology Expo: 29 July 2015

Zapper Development

Zapper is a free QR scanner that does everything you'd expect, and a whole lot more. With Zapper you can pay bills in a matter of seconds and quickly log in and sign up to websites, without using a keyboard. The team at Zapper unites business and technology professionals with a wealth of experience in both payments and mobile app development. Zapper developers have a proven track record in delivering world-class mobile apps for millions of users around the globe and across multiple platforms and languages. The Zapper vision is to provide a simple and satisfying user experience that is convenient and valuable for both businesses and their customers.

WHO WE ARE LOOKING FOR: We're constantly searching for innovative, like-minded technocrats from around the world to keep us at the forefront of e-payments and mobile app development. We are looking for graduates with not only strong academics but with a passion for Software Development.

HOW TO APPLY: Please submit your CV and cover letter to kaytlin.odonoghue@zapper.com. Please include your full academic transcripts. WEBSITE: www.zapper.com APPLY AT: kaytlin.odonoghue@zapper.com

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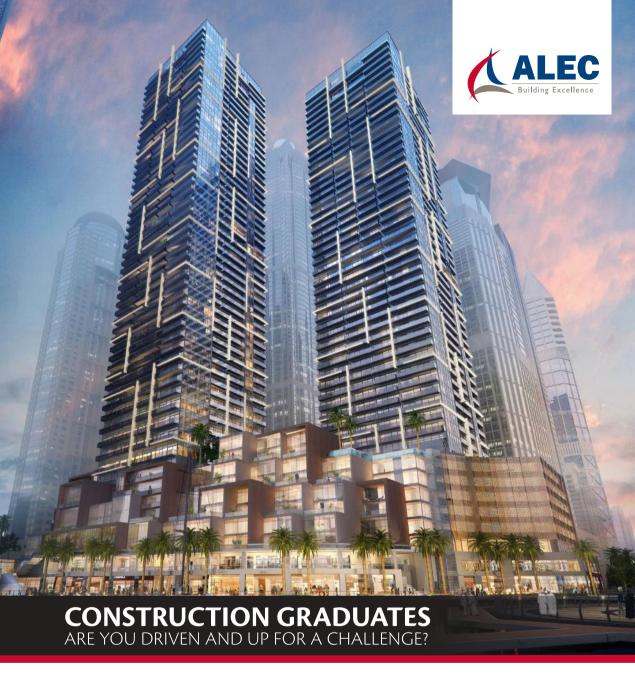
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Venue: University of Cape Town,

South Africa

Date: 3rd, 4th & 5th August 2015

CAREER INFORMATION

Contact: Emma Davies Email: edavies@alec.ae Tel: +971 4 429 0599 Web: www.alec.ae

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