

SKILLS FOR
A CHANGING
WORLD

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GRAD
GALLERY

EMPLOYER
DIRECTORY

20
19

OWN YOUR FUTURE

Careers Service Guide



CAREERS SERVICE
OWN YOUR FUTURE



UNIVERSITY OF CAPE TOWN
IYUNIVESITHI YASEKAPA - UNIVERSITEIT VAN KAAPSTAD

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Meet us, connect with us and plan your journey with us.

2 ← **Future Skills for Future Work p.9**

The Fourth Industrial Revolution (4IR) is here. Are you ready? In this section we compiled advice from business leaders and experts on what to expect and how to prepare.

3 ← **Career Toolkit p.28**

To get the job you want you need to be able to network, job search, manage your online brand, prepare applications and excel in your interview. It's all here.

4 ← **Entrepreneurship p.48**

Meet four innovative and gutsy graduates who run their own businesses.

5 ← **Transitioning into work p.61**

Starting your work life can be daunting. Learn where other grads work and how they adjusted.

6 ← **Grad Gallery p.69**

The 2019 graduate gallery is dedicated to grads with a variety of degrees who are data scientists, designers, techies and environmentalists.

7 ← **Employer Directory p.86**

Your pocket guide to 99 employers and the opportunities they offer. Find your matches, do your research, tailor your CV and get your application in before the deadline.

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ABOUT US

OWN
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Photo by Samuel Zeller on Unsplash

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Fezile Kama
Administrative Officer

Welcome!

Your UCT degree is **in demand**.

The many employer adverts and listings in this publication proves it. UCT is first in Africa for graduate employability and 18th in the world for graduates in employment after one year of graduating.

Even with a world class qualification, you need to ensure you have the essential skills needed for a changing world of work. You need to develop skills to network, search for jobs, compile a targeted application and sail through assessments and interviews to get the job you want. It's your responsibility, but we can help.

This 2019 Careers Service Guide is dedicated to:

1 Our Employer Partners

You have access to hundreds of employers and thousands of opportunities through our events and careers portal, MyCareer. A special thank you to our employer partners whose support and investment allow us to offer you more career development events and programmes.

UCT PARTNER

MONOCLE

EMPLOYER PARTNERS:

accenture

AUDITOR GENERAL SOUTH AFRICA
Auditing to build public confidence

BDO

CDH
CHIFFES DÉPENSES DÉPENSES

Deloitte.

EY
Building a better working world

Investec

KPMG

pwc

P&G

AWARDS

18th in the world for the 2019 Quacquarelli Symonds (QS) Graduate Employability Rankings.

sagea AWARDS

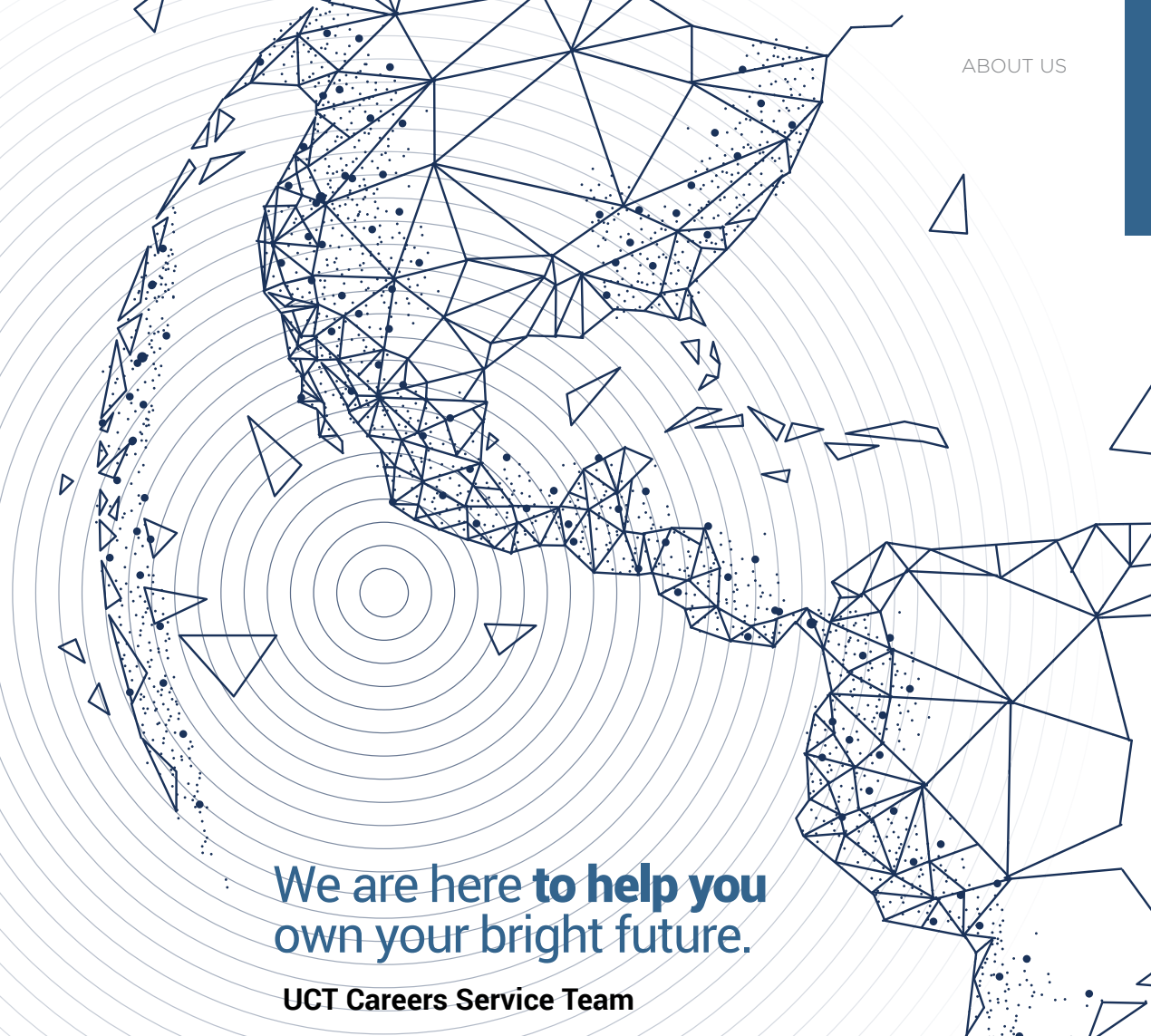
Best Career Service

2010 / 2011 / 2012 / 2013 / 2014
2015 / 2016 / 2017 / 2018

sagea AWARDS

Best Career Fair

2010 / 2011 / 2012 / 2013
2015 / 2016 / 2017 / 2018



We are here **to help you**
own your bright future.

UCT Careers Service Team

2 UCT Graduates

We feature a handful of our inspiring graduates in this Guide. But there are many more.

Visit <http://www.graduategallery.uct.ac.za/> and share your own story with us once you have settled into your career.

3 Student Entrepreneurs

10% of students who graduated in April 2018 are self-employed – some even employing others. We salute them for their guts and initiative. Read about some of them from page 48.

4 You

We are here for you. Visit us and participate in our events. You are in excellent hands – we have been awarded as the best careers service in South Africa for the past 9 years.

Plan your journey with us

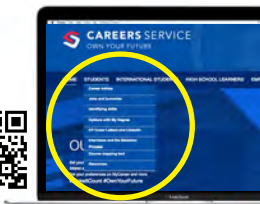
**1st
YEAR**

February to March:

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



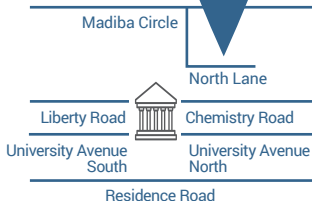
May:
Make a start on your CV using the Careers Service Resources available on our website and at our office.



Find us here:

UCT Careers Service,
Hoerikwaggo Building (Level 1),
Upper Campus, UCT

Opening times:
Monday - Friday
08:30 - 16:30



March:

Log into your profile on MyCareer and update your preferences.

February:

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

**Inter-
mediate
YEARS**

August:

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



July:

Find vacation work.



September:

Participate in Student Entrepreneurship Week.

Apply for leadership positions or committees in residence, sport or community organisations.

November to January:

Try to do voluntary or vacation work. Any work experience will help you get marketable skills.



Final YEARS

April:

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

May:

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

July:

Do voluntary work or a vacation job.

August:

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

March:

Update your CV.
Use resources from careers.uct.ac.za or drop in for the next CV Lab.



September:

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

Essential employability skills are developed through extra-curricular activities.



February:

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



April:

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

May:

Apply for July Internships.
Collect a Careers Service Guide.



July:

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

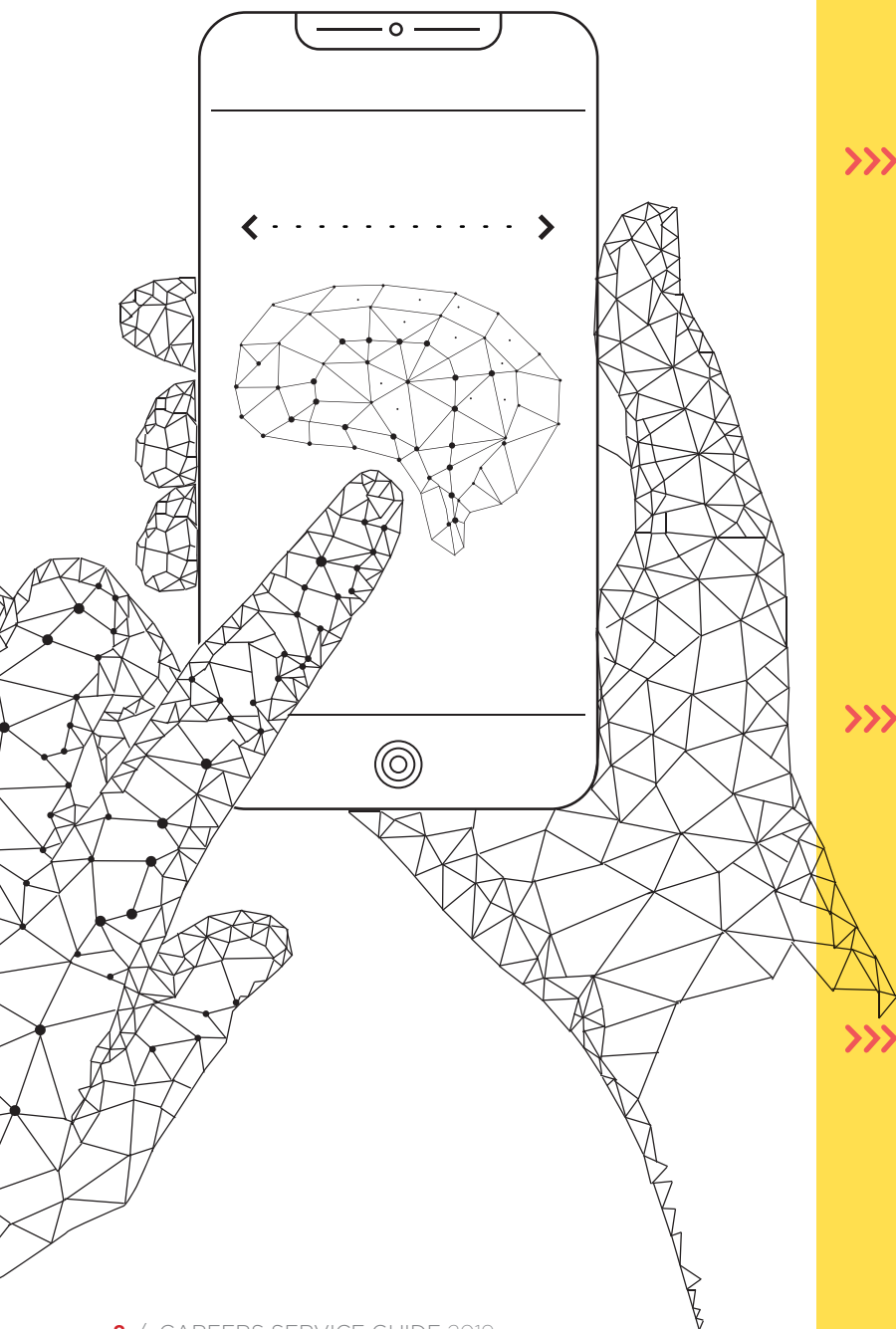
August:

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

November:

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

Connect with us



>>> Walk-in

Pop into our offices Monday to **Friday from 8:30 to 16:30**, all year round (excluding public holidays). Staff members are ready to guide you through our online and offline resources.

Level 1, Hoerikwaggo Building, North Lane, Upper Campus

>>> Website

Visit www.careers.uct.ac.za to sign into your own career portal **MyCareer**. Here you can **book an appointment** with a careers advisor; **sign up for career** and employer events; **search** for full-time, vacation or part-time jobs, internships, bursaries and scholarships; and **access career resources**. Update your MyCareer details under the *PROFILE* tab.

>>> New students:

Your details are automatically loaded after registration, but double check that these are correct. There is also a link on how to **divert your @myuct email** to another address.

>>> Social Media

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UCTCareers

Twitter:
@UCTCareers

YouTube:
UCTCareersService

Instagram:
@UCTCareersService



2

FUTURE SKILLS

OWN
YOUR
FUTURE



Dear Student, future-proof your career

YOU NEED THE RIGHT MINDSET TO SUCCEED
IN THE 4TH INDUSTRIAL REVOLUTION.
NAWAAL BOOLAY, ACTING DIRECTOR AT
THE CAREERS SERVICE, SHARES ADVICE.



THE CAREERS SERVICE is your partner when you are considering your career options and when you are transitioning to the world of work. We want to help you navigate the ever-changing careers landscape, especially in the current era of the 4th Industrial Revolution (4IR).

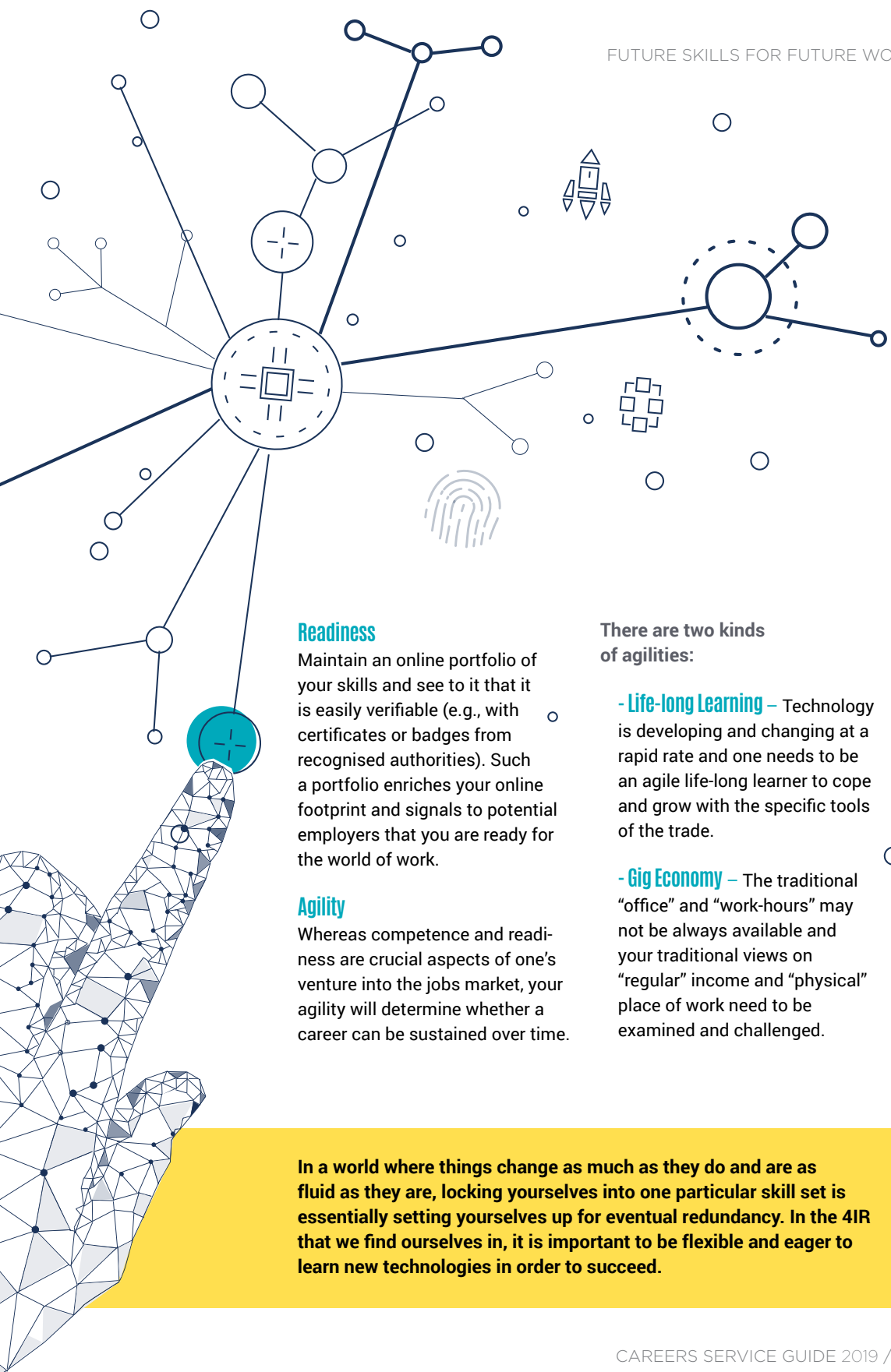
The 4IR requires employees to have a technological competence that is both demonstrable and flexible. Regardless of the degree you are pursuing or the course you are taking, you must keep in mind that you will stand a better chance of succeeding in the world of work if you are able to harness the powers of technology.

NAWAAL BOOLAY HAS 13 YEARS' EXPERIENCE IN THE GRADUATE RECRUITMENT MARKET. SHE HOLDS A BUSINESS QUALIFICATION FROM THE UNIVERSITY OF CAPE TOWN. NAWAAL IS CURRENTLY ACTING DIRECTOR AND RESPONSIBLE FOR STRATEGIC PLANNING, DEVELOPMENT, MANAGEMENT AND LEADERSHIP OF EMPLOYER-RELATED ACTIVITIES AND SERVICES TO THE UCT COMMUNITY, CORPORATES/SMMES AND CIVIL SOCIETY ORGANISATIONS.

When it comes to technology: be competent, ready and agile.

Competence

Ensure that the suite of skills you leave the university with includes some aspects of data analysis, technological research or computer programming. Research projects in all disciplines include data analysis and most data analysis exercises can include some form of programming.



Readiness

Maintain an online portfolio of your skills and see to it that it is easily verifiable (e.g., with certificates or badges from recognised authorities). Such a portfolio enriches your online footprint and signals to potential employers that you are ready for the world of work.

Agility

Whereas competence and readiness are crucial aspects of one's venture into the jobs market, your agility will determine whether a career can be sustained over time.

There are two kinds of agilities:

- Life-long Learning – Technology is developing and changing at a rapid rate and one needs to be an agile life-long learner to cope and grow with the specific tools of the trade.

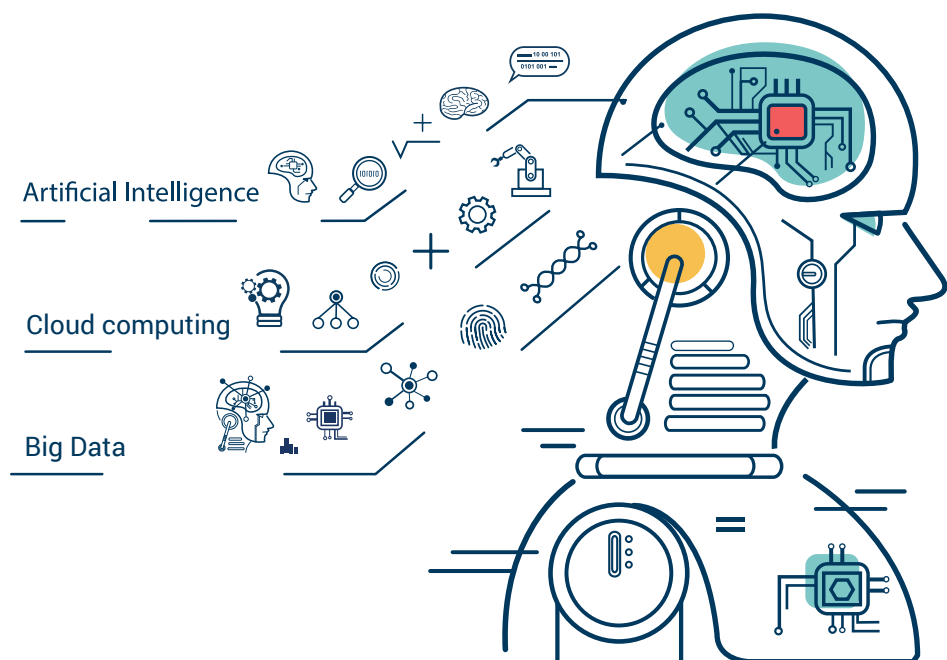
- Gig Economy – The traditional “office” and “work-hours” may not be always available and your traditional views on “regular” income and “physical” place of work need to be examined and challenged.

In a world where things change as much as they do and are as fluid as they are, locking yourselves into one particular skill set is essentially setting yourselves up for eventual redundancy. In the 4IR that we find ourselves in, it is important to be flexible and eager to learn new technologies in order to succeed.



4th Industrial Revolution

DISRUPTIVE CHANGES TO BUSINESS MODELS WILL HAVE A PROFOUND IMPACT ON THE EMPLOYMENT LANDSCAPE OVER THE COMING YEARS.



“For workers, there is an unquestionable need to take personal responsibility for one’s own lifelong learning and career development.”

WORLD ECONOMIC FORUM FUTURE OF JOBS REPORT 2018

1750

1800

1900



1.0 – End of the 18th Century

Steam Engine, Mechanical Manufacturing

Skill: Physical Labour, Basic Engineering, Skill acquisition

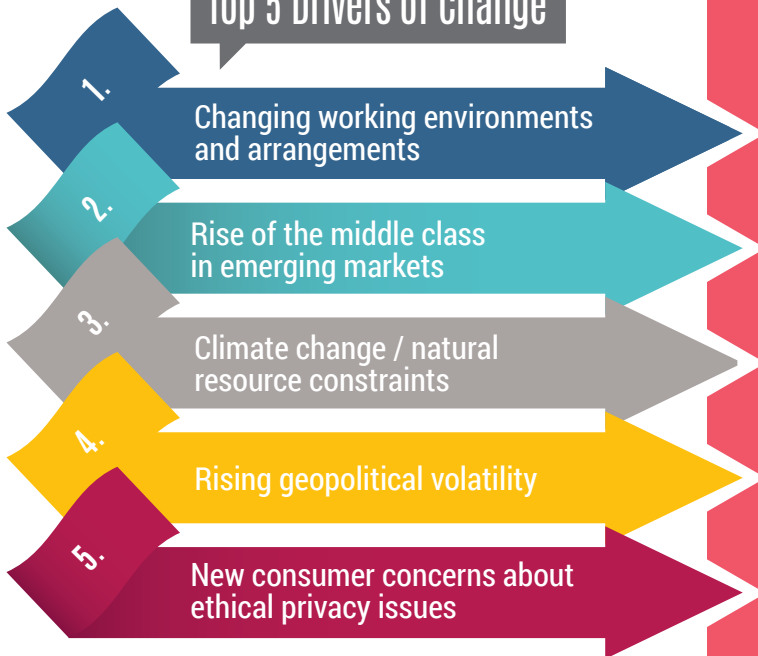


2.0 – Start of the 20th Century

Electricity, Mass Production, Division of Labour

Skill: Business, Risk reduction, Standardisation, Certainty

Top 5 Drivers of Change



New markets and careers leads to the requirements for new skills.

The most sought after employability skills in 2020:

1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Collaboration
6. Emotional Intelligence
7. Judgement and Decision making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility

Source: Future of Jobs Report, World Economic Forum

Industries are being revolutionised through:

- Artificial intelligence
- Cloud Computing
- Big Data
- Location Detection Technologies
- Advanced Human Machine Interfaces
- The Internet of Things
- Self-driving vehicles
- Nanotechnology
- Renewable energy
- Quantum computing
- Biotechnology
- 3D Printing
- Smart Sensors
- Multilevel Customer Interaction and Customer Profiling
- Mobile Devices
- Authentication and Fraud Detection

1950



3.0 – Start of 1970s

Computer, Automation of Manufacturing
Skill: Deep Expertise, Discipline, Science, Technology, Engineering, Maths (STEM)

2000



4.0 – Today

Cyber-Physical Systems, Internet of Things
Skill: Learning Agility, Adaptability, Empathy, Trans-disciplinary

1.

Complex problem solving

THE ABILITY TO SOLVE COMPLEX PROBLEMS WILL BE THE MOST EMPLOYABLE SKILL IN 2020, ACCORDING TO THE WORLD ECONOMIC FORUM. IT IS NOT CLEAR HOW THIS WILL RELATE TO THE WORLD OF WORK. DAVID BUCKHAM, CEO AT MONOCLE SOLUTIONS BREAKS THE SOLUTIONS DOWN FOR YOU.



DAVID BUCKHAM

IS CHIEF EXECUTIVE OFFICER AT MONOCLE SOLUTIONS, A SPECIALIST CONSULTING FIRM FOCUSED ON FINANCE, TREASURY, RISK AND COMPLIANCE.

WWW.MONOCLE.CO.ZA

IN OUR WORKING lives, as well as in our personal lives, we sometimes come across complex problems. These problems cannot be solved in a single formulaic way. They are matryoshka nesting doll problems – problems within problems within problems.

Complex problem solving is the ability to see a path through a forest of problems. Usually this involves creating a methodology of analysis that enables one to break the puzzle up into smaller, manageable pieces and to divide up the work that needs to be done in an industrial manner. Much like a butcher who must carefully study the carcass of an animal before making clean, strategic cuts that will not ruin the meat, so problem solvers in all spheres need to decide on the best way to break down a complex challenge into workable parts.

The entire concept of artificial intelligence is based on this very idea of solving complex problems through iterative processes, which are in and of themselves quite simple, but are able to solve large, complex problems by working in an integrated manner.

However, complex problems can be found in all industries: in the untangling of complex legacy systems in IT, for example; or in unravelling years of complex debits and credits in the financial sector. They exist too in social networks, in which there are different kinds of relationships between different kinds of people which must be navigated successfully for different purposes.

Solve complex problems

As a specialist consultancy to the Banking and Insurance

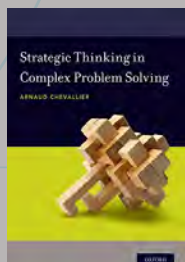


Popular Books on Complex Problem Solving



Sprint *How to Solve Big Problems and Test New Ideas in Just Five Days*

Jake Knapp, John Zeratsky, Braden Kowitz
2016



Strategic Thinking in Complex Problem Solving Arnaud Chevallier 2016

industry, Monocle regularly assists its clients in solving complex problems. One notable example that we encountered involved a bank that had undertaken significant work to integrate many of its systems and data from those systems into two distinct databases. Using a complex set of rules and approaches, each of these databases executed a different set of complicated calculations, which were required to comply with banking regulations.

Chop the problem down to size

The design of each database had taken recognition of the complexity involved in each process, however, the bank needed to create one process out of these two separate databases, without changing the way the bank treated the assets,

and all the while respecting the intended methodologies that were embedded in the code.

It was almost like reading a text written in a language one doesn't understand and translating it into another language, which one also doesn't understand. The only way to conquer this problem – as with all complex problems – was to first analyse the problem as a whole and then to find a way to cut it into pieces we could work with.

Always remember that there is no such thing as a problem that is too complex to solve – all one needs to do is plan carefully and chop it down to size.

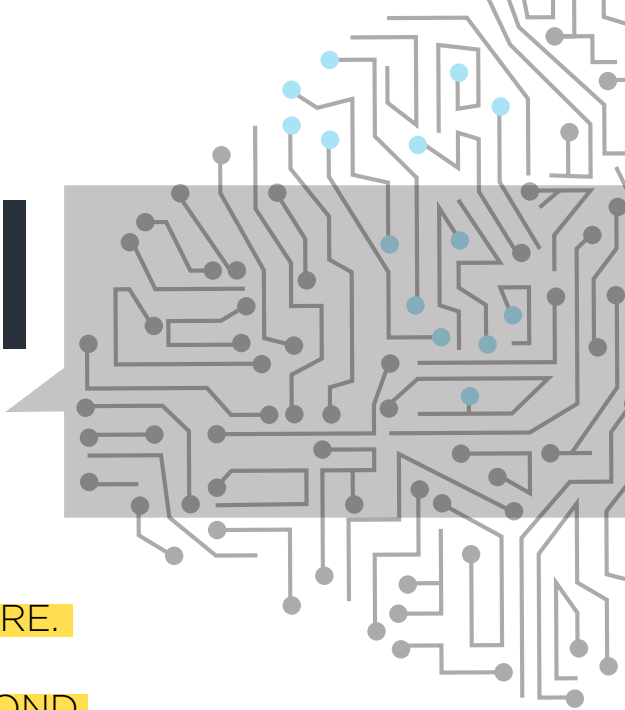


* A Matryoshka doll (also known as a Russian nesting doll/stacking doll) is a set of wooden dolls of decreasing size placed one inside the other.



2.

Critical Thinking



CRITICAL THINKERS ARE RARE.
BY NEXT YEAR CRITICAL
THINKING WILL BE THE SECOND
MOST IMPORTANT SKILL
EMPLOYERS ARE LOOKING FOR.
JACQUES ROUSSEAU FROM
THE SCHOOL OF MANAGEMENT
STUDIES PROVIDES POINTERS
FOR DEVELOPING THIS ABILITY.



JACQUES ROUSSEAU
TEACHES CRITICAL
THINKING AND ETHICS
IN THE SCHOOL
OF MANAGEMENT
STUDIES, UCT. YOU CAN
ALSO FIND HIM AT

[HTTP://SYNAPSES.CO.ZA](http://synapses.co.za)
OR ON TWITTER AS
@JACQUESR

DANISH PHYSICIST Niels Bohr is often credited with the aphorism “prediction is very difficult, especially about the future”. The chaos and complexity arising from factors like globalisation, political populism, and the impact of automation (including the risks and rewards offered by Artificial Intelligence) make his point difficult to dispute.

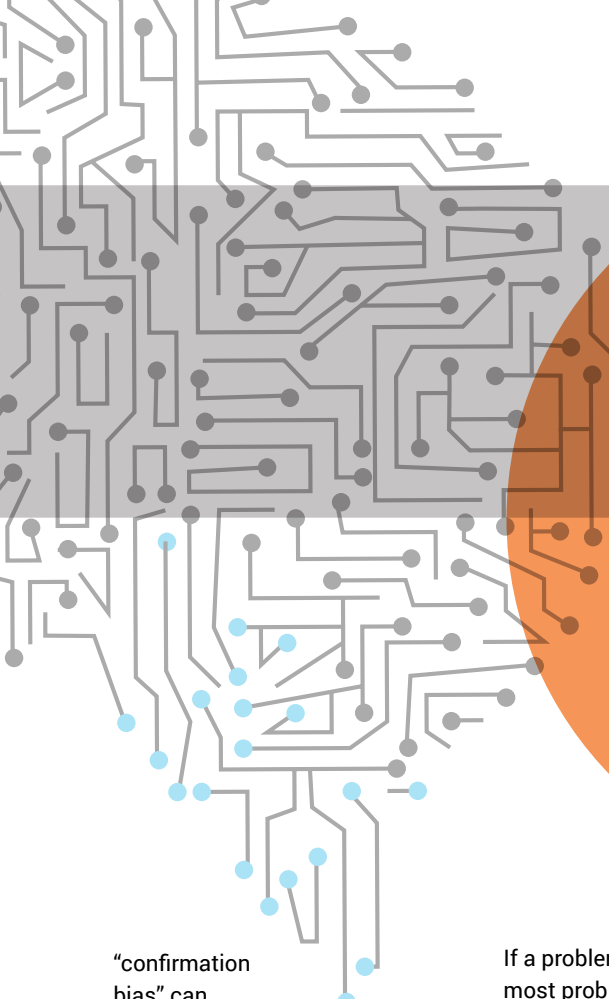
That is why creativity and critical thinking are such valuable skills in future workplaces. Since we cannot know exactly what “work” will look like, people who are able to understand and adapt to complex scenarios have a distinct advantage.

You don’t need to have studied philosophy to be a better critical thinker, even though it (usually!) helps. One important disposition we can all try to cultivate is that of scientific scepticism, which doesn’t simply mean distrust, but rather paying careful attention to the amount and quality of evidence available to us before reaching any conclusions.

Confirmation bias and how to avoid it

The pace of social media, as well as “computational propaganda” (which determines, for example, that the top items in your Facebook feed are there thanks to marketing spend or political interference, rather than being accurate, interesting, or relevant to your personal profile), means that most of us are subject to an unmanageable and often unhelpful amount of information.

In response, we could end up seeking out sources that reassure rather than challenge us, and then giving those sources more credit than they deserve. This



"If a problem is complex – as most problems are – the most intellectually virtuous response is often to say "I don't know", rather than pretending to be certain."

"confirmation bias" can cause us to underestimate the strength of opposing views, and the complexity of the problem we're faced with, resulting in poor strategic choices.

To help combat this, we must actively seek out viewpoints that differ fundamentally from ours, and do our best to think charitably about the arguments for those views, rather than thinking of them as false from the starting position.

Intellectual humility

We should remind ourselves that the fast pace and hyperbole typical of social media create an entirely false impression that we are obliged to have a firm opinion on any given topic.

If a problem is complex – as most problems are – the most intellectually virtuous response is often "I don't know", rather than pretending to be certain. And while workplaces don't always reward this sort of modesty, a variant is certainly possible. This would be to remind ourselves, and encourage others, to cultivate a measure of intellectual humility whereby we embrace and seek out the possibility of being wrong instead of only trying to prove that we are right.

An already complex and unpredictable world is only going to become more so, and because we have a bias towards what we consider normal or correct, being aware of this bias, and striving to resist it, gives us a better chance of dealing with whatever comes next.

Suggested Resources:



THE SCIENCE OF EVERYDAY THINKING – A HIGHLY-RECOMMENDED FREE ONLINE COURSE IN CRITICAL THINKING: [HTTPS://WWW.EDX.ORG/COURSE/SCIENCE-EVERYDAY-THINKING-UQX-THINK101X-6](https://www.edx.org/course/science-everyday-thinking-uqx-think101x-6)



CARL SAGAN: THE BALONEY DETECTION KIT - [HTTPS://WWW.BRAINPICKINGS.ORG/2014/01/03/BALONEY-DETECTION-KIT-CARL-SAGAN/](https://www.brainpickings.org/2014/01/03/baloney-detection-kit-carl-sagan/)



HOW TO SPOT FALSE NARRATIVES AND "WEAPONISED LIES": [HTTPS://QZ.COM/915723/WANT-TO-BE-A-BETTER-CRITICAL-THINKER-HERES-HOW-TO-SPOT-FALSE-NARRATIVES-AND-WEAPONIZED-LIES/](https://qz.com/915723/want-to-be-a-better-critical-thinker-heres-how-to-spot-false-narratives-and-weaponized-lies/)

3.

Creativity

LIFE AND WORK IN THE 21ST CENTURY DEMANDS CREATIVITY. IT IS A COMPETENCY THAT EVERY STUDENT SHOULD ACQUIRE IN ORDER TO PREPARE THEM FOR THE WORLD OF WORK. DR KENEILWE MUNYAI FROM THE HASSO PLATTNER SCHOOL OF DESIGN THINKING MAKES SUGGESTIONS.



DR KENEILWE MUNYAI

IS A PROGRAMME MANAGER AT THE HASSO PLATTNER SCHOOL OF DESIGN THINKING AT UCT. SHE DEVELOPS THE IMPLEMENTATION OF HUMAN-CENTERED PROGRAMME OFFERINGS AT THE D-SCHOOL. SHE BELIEVES IN USING DESIGN AS A STRATEGIC TOOL FOR DEVELOPMENT IN AFRICA.

WWW.DSCHOOL.UCT.AC.ZA

Creativity is not linked only to aesthetics. As Sir Ken Robinson, an author and arts educationist, suggests, "being creative isn't about your hair style or your style of dress, it is an attitude and a disposition to the work that you're doing."

Creativity is not a single personal trait, but a set of traits. Those traits include intelligence, intensive interest, knowledge, creative instinct, non-conformity, courage, dealing with uncertainty, open-mindedness, curiosity, tolerance, emotional intelligence, social and contextual awareness, communication, divergence and convergence and persistence.

Creativity is about embracing challenges, and seeing their ambiguity and constraints as opportunities to consider them from different perspectives. It is about the ability of approaching your work from different viewpoints which helps you become more productive. Problem-finding is the act of defining a problem through understanding the context of the problem and the stakeholders involved. Identifying, generating and prioritising ideas for solutions and implementing them are all elements of creativity. Learning and practising these skills regularly will lead to creative confidence.

Generate new approaches

According to David Kelley, professor and founder of IDEO, creative confidence is a way of experiencing the world that generates new approaches and solutions to problems. Creative confidence is about the belief that you can come up with solutions to complex challenges and have the ability to act on them, without the fear of failure. Building creative confidence takes time. In order to have confidence, one needs abilities and skills. One needs to grow skills to grow confidence, so you need one to have the other. More skills result in more confidence; and confidence leads to growth.

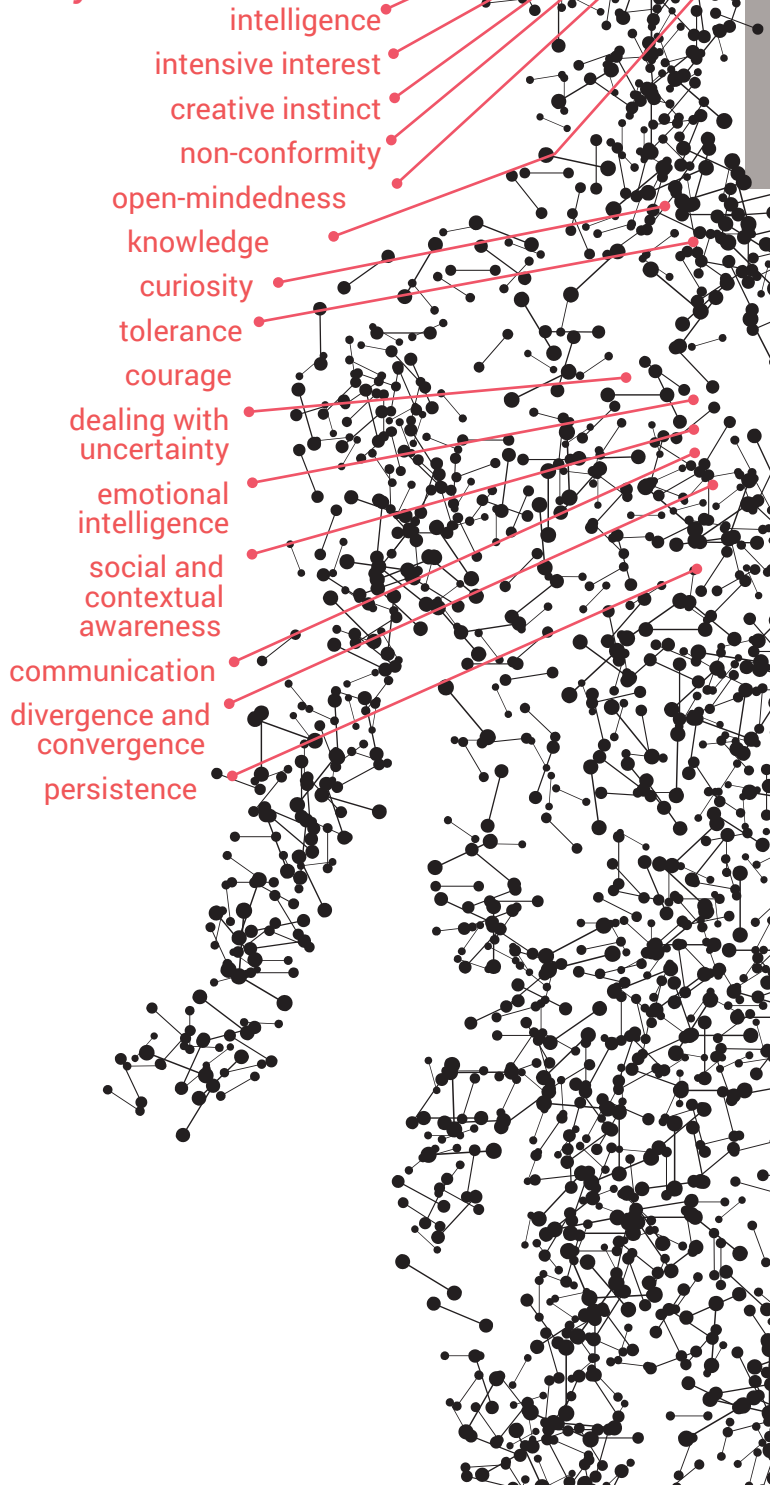
Creativity is a set of traits:

Creative confidence can be strengthened with practice and can result in confidence in other aspects of your life. It can inspire whatever work you do as it gives you more tools that help you enhance your problem-solving practices.

A solution-oriented mindset

Today, industry and society face rapid changes, while new technologies are continually being developed. This often results in knowledge obsolescence and therefore require open-mindedness and curiosity as traits which enable creativity. These traits facilitate lateral thinking, which is a solution-oriented set of techniques that re-frames problems by identifying new associations and relationships that may not be clear when a problem is approached through vertical problem solving. It is a way of solving problems using indirect and creative approaches through reasoning that is not immediately obvious.

The d-school (Hasso Plattner School of Design Thinking at UCT) is one place where students can learn to build their creative confidence, while also learning competencies such as critical thinking and social and cross-cultural skills. Learning these competencies empowers students with skills that are required by industry and society.



4.

Collaboration

BEING A GOOD COLLABORATOR IS A VALUED SKILL AND WILL HELP YOU SUCCEED IN YOUR FUTURE PLACE OF WORK. STUDENT LEADER, SARINA MPHARALALA SHARES 5 TIPS ON EFFECTIVE COLLABORATION.



SARINA MPHARALALA

IS A STUDENT LEADER AND ENTREPRENEUR STUDYING AT UCT. SHE IS CEO AND FOUNDER OF VHAFUMAKADZI TAKUWANI. NEWS24 HONOURED HER AS PART OF THE 100 YOUNG MANDELAS.

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TWITTER:

@SMPHARALALA

LINKEDIN:

SARINA MPHARALALA

5 tips to collaborate effectively with others

Communicate

Start by participating in public speaking platforms and speaking up as a leader within societies and organisations. In addition, share your perspective and thoughts when having conversations with others. This will help you to start feeling more comfortable with sharing your thoughts.

Good communication is an umbrella tool. It is critical for things like the transmission of information and interaction between parties. It allows for individuals to express themselves in whichever way they feel comfortable with.

Peer awareness

Team building is an important aspect as it allows collaborators to be vulnerable and to get to know each other well. In most cases team members have many differences between them. Everyone has their own way of thinking or acting. Team building will enable you to assign tasks according to the strengths of each member, reinforcing their motivation and supporting their specialisation in a direct and positive way.

Set a common goal

It becomes easier to coordinate with others when you are all on the same page. It's very important to establish common grounds. Collaboration has no point if the individuals do not agree on what needs to be achieved. If possible, set up strategic planning sessions with your team members prior to assuming roles.

GOOD COMMUNICATION IS AN UMBRELLA TOOL.

IT IS CRITICAL FOR THINGS LIKE THE TRANSMISSION OF INFORMATION AND INTERACTION BETWEEN PARTIES.



Some handy collaboration tools:

Communication

Slack
Skype
Hipchat

Project management

Trello
Vula Project Site
Easynote

File sharing

Dropbox
OneDrive
WeTransfer
Dropsend
Hightail
Google Drive

Documentation

Google Docs
Office online
Dropbox Paper

Idea management

Viimo
Milanote
Innovation Cloud

How do I choose a collaboration tool?

- 1) Choose multiple features
- 2) Must be user friendly
- 3) Cloud-based
- 4) Check for integrations

Define roles and responsibilities

Know your strengths and weaknesses. This will direct you as to where your skills fit best and enables you to take on the best suitable role in an organisation. When a team member knows their exact responsibilities, they will feel accountable for what needs to be done and contribute efficiently to the team.

Plan ahead

As the foundation of a project, the plan serves as a guideline for collaborators. Once the team is formed and the role of each team member is defined, a plan should be outlined that includes all the tasks to perform and the estimated time frame. This helps collaborators not to deviate from goals and to know all the steps of the project in advance.

The social skill of collaborating with others is mainly based on interaction – it gets better with exposure and experience. Join an organisation where you can step up to own a specific portfolio. This will give you motivation to improve your collaboration skills.

Don't be afraid to put yourself out there and have your voice heard. "You can try and fail, but don't fail to try."



5.

People management

THE WORKING WORLD IS CHANGING FROM HIERARCHICAL 'COMMAND AND CONTROL' CULTURE TO A MODEL WHERE FUTURE LEADERS WILL BE ABLE TO COACH AND EMPOWER OTHERS. HOW DOES THIS TRANSLATE TO YOU AS A STUDENT AND JOB SEEKER TODAY? PAOLO GIURICICH, FOUNDER OF SMART EQ, EXPLAINS.



PAOLO GIURICICH CA(SA) IS AN OD CONSULTANT AND FOUNDER OF SMART EQ, AND WORKS WITH INDIVIDUALS AND ORGANISATIONS TO OPTIMISE EFFECTIVENESS IN THE WORK CONTEXT. PAOLO HAS WORKED GLOBALLY IN OVER 30 COUNTRIES.

WEBSITE:
WWW.SMART-EQ.COM

TWITTER:
[@PAOLOGIURICICH](https://twitter.com/PAOLOGIURICICH)



Personal Branding

The globalisation of the working world and the proliferation of the 'gig economy' will have a major impact on the talent resources available around the world. When applying for a role, you will be competing with the best individuals from all over the world in a huge talent pool. Your ability to brand yourself and establish your credibility of skills in any upfront interaction and online, will be hugely important. Your leadership attributes must also be defined and show through authentically.



“YOUR ABILITY TO BRAND YOURSELF AND ESTABLISH YOUR CREDIBILITY OF SKILLS IN ANY UPFRONT INTERACTION AND ONLINE, WILL BE HUGEY IMPORTANT.”

Collaborative Innovation

Your ability to foster collaborative innovation between people is one of the next key skills needed to survive. Innovation is what is driving business and competitiveness for the future.



“BUILD MEANINGFUL (IN PERSON) RELATIONSHIPS WITH COLLEAGUES AT WORK AND WITH PEOPLE AT HOME”

Relationships Matter

Whilst our world has become super connected thanks to technology, the state of our relationships at a face-to-face level with people is lacking. So whilst everything happens at lightning speed, and we can connect with anyone anywhere, our ability to build meaningful (in person) relationships with colleagues at work and with people at home will become the most important skill to relearn. Unless we are able to connect at a deep level, we will not be able to be future leaders or have the ability to coach and develop others.

Open Mind

Whilst all the above tips will certainly set you up for success in the future, one must always bear in mind that workspaces are still multi-generational, and sometimes these skills will be valued and sometimes not. The key skill will be for you to be alert and understand the context of the environment and place of work and be flexible in how you show up!

Take Charge

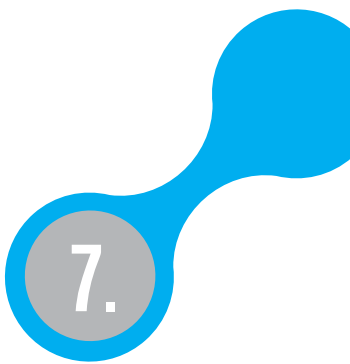
Future work expectations will be that you take ownership of your learning, growth and career goals. This means that you need to demonstrate your ability to take charge of yourself, your learning and your future career goals and aspirations. The key skill to doing this, is to become a lifelong learner, and that means, if you don't know something, go out and seek it through whatever means possible. Nobody will send you on a 'course' anymore.

77 “Become a lifelong learner... Nobody will send you on a ‘course’ anymore”



Most sought after employability skills for 2020

Source: Future of Jobs Report, World Economic Forum



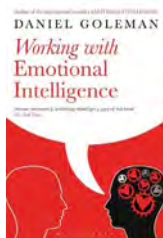
7.



6.

Emotional Intelligence

Working with Emotional Intelligence by Daniel Goleman
Includes case studies from more than 500 global organisations that Goleman has worked with.



In 1990 two scientists Peter Salovey and John D. Mayer coined the term “emotional intelligence”. They defined it as “a form of social intelligence that involves the ability to monitor one’s own and others’ feelings and emotions, to discriminate among them, and to use this information to guide one’s thinking and action.” Daniel Goleman spent many years of his life researching emotional intelligence (EQ) in the workplace. He suggests that **you can improve your EQ through focusing on your self awareness, self management, social awareness and relationship management.** People who are emotionally intelligent want success for themselves and their co-workers.

Judgement and Decision making

Mark Zuckerberg has a legitimate reason for wearing the same grey T-shirt everyday. He believes that by eliminating wardrobe decisions each morning he reserves his energy for more important decisions at work. Workplace decisions can range from simple choices to complex and high stakes situations with large budgets and people’s livelihoods on the line.

Judgement plays a role in decision making by providing you with the capacity or thought processes to make your decision. Essentially your decision comes from exercising your judgement. **Effective decisions require that a person be able to forecast the outcome of each option and also determine which option will be the best for the situation.** With the rise of data analytics, we are now able to condense vast amounts of information to help inform our decisions.



Popular MOOC.
Decision Making in a Complex and Uncertain World
futurelearn.com. IT'S FREE!

8.

Service orientation

Employers look for candidates who know the importance of offering value and good service to clients. **In its broadest sense employees or entrepreneurs with a service orientation are helpful, considerate, cooperative and organised. They are also good communicators and problem solvers.** Customer engagement has become a speciality in its own right with interactions now occurring face-to-face, telephonically, through emails, websites on customer relationship management platforms, via mobile applications and social media. Artificial intelligence has also dramatically changed the customer service landscape. In recent studies in the United States, 69% of consumers say that they interact with an intelligent assistant or chatbot at least once a month. To excel in service delivery in the Fourth Industrial Revolution means you also need to be able to look at the full customer experience, considering all interactions and platforms. Look for free courses online in User Experience, Customer Experience or Service Design.

9.

Negotiation

Good negotiators can get hostages out of life threatening situations.

Fortunately it's unlikely that you would need a bulletproof vest when trying to establish a win-win for yourself and other individuals or businesses. It is no surprise that negotiation skills are sought after in the workplace today and in the future.

Once you enter the world of work you will find yourself in many different scenarios where negotiating a good outcome will serve you well: Want a raise or extended deadline from your employer? Need to find a compromise with a difficult co-worker? Have to barter a better price with a supplier? All these situations require negotiation skills.

Make sure you are prepared before you go into a negotiation and be clear on your goal. Come up with more than one alternative to offer, but don't sell yourself short. Commit time to the process. Good communication and listening skills will get you far.

Cognitive Flexibility

10.

Rigidity is the opposite of cognitive flexibility. People who are rigid in their thinking are upset with any kind of change. This kind of thinking stifles collaboration, creativity and innovation. **To have cognitive flexibility means you can adapt and change. You are also able to take advantage of opportunities, even if it changes the initial plan.** Being employable in a changing world of work will require you to transfer knowledge beyond the original situation. Keep your thinking flexible by doing creative activities, changing your routine and meeting new, different people. Most importantly think about your values and morals. **Put yourself in a constructive situation where you can be challenged on your viewpoints and give those opinions that differ to yours respectful consideration.** You don't need to change who you are or what you believe, you just need to be open to different perspectives.



The Future World of Work



AUTOMISATION IS RAPIDLY TAKING OVER THE WORK LANDSCAPE. IN ORDER TO STAY EMPLOYABLE, WE NEED TO ADAPT, WRITES LUAN MCARTHUR, RECRUITING MANAGER AT MICROSOFT.



We are living in an era of unprecedented and fundamental transformations in the way we work. Artificial Intelligence (AI) is replacing human tasks, subsequently changing the skills that organisations are looking for in people. However, when I think of the rise of the Fourth Industrial Revolution and its impact on the job market, two words spring to mind: Empathy and Adaptability.

Why do I say this?

Because for all the job losses that AI may exacerbate in the future, as robots replace humans beings at all levels of productivity,

I believe these two human characteristics can never fully be substituted with an algorithm.

I am employed by the largest software company in the world however – as its been quoted several times before – software is being infused in every part of a business, making every company a software company. Thus, there are certain skills that will keep you marketable regardless of the profession you choose – programming being one of them – Emotional Intelligence (EQ) and agility being others. In order to increase your employability at the graduate level and beyond, the key is to remain fluid in your skills development. In other words, never stop learning.

LUAN MCARTHUR – UNIVERSITY RECRUITING MANAGER: AFRICA AT MICROSOFT, AKA #DREAMMAKER

LUAN IS A SEASONED HR PROFESSIONAL WITH MORE THAN 15 YEARS' EXPERIENCE SPANNING THE TECHNOLOGY FINANCIAL SERVICES AND MANAGEMENT CONSULTING INDUSTRIES RESPECTIVELY. SHE HOLDS A MASTERS DEGREE IN STRATEGIC HR MANAGEMENT AND IS CURRENTLY WORKING TOWARDS HER PHD IN THIS FIELD.

The Fourth Industrial Revolution is currently impacting us in three very specific realms: the Physical, the Biological and the Digital.

When thinking about the physical realm, think autonomous vehicles,

robotics and 3D printing. Genomic diagnostic treatment is a typical example of the biological sphere. IoT, data and analytics, and e-commerce all speak to the growing digital arena. But what is AI really? In a nutshell, it's about computers mimicking human behaviour.

The question remains: how do we harness the good while embracing the bad?

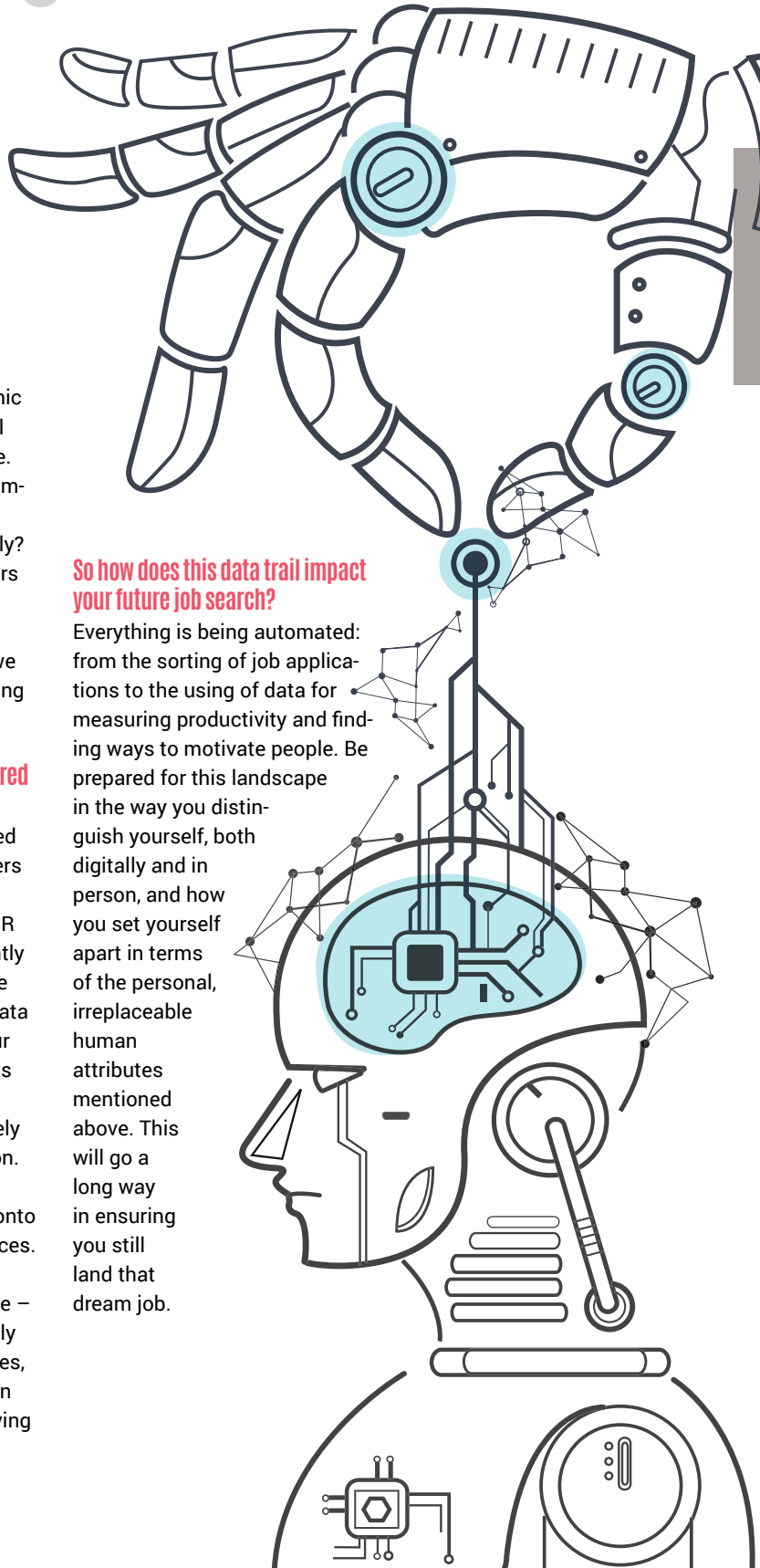
How would you feel about being hired by an algorithm?

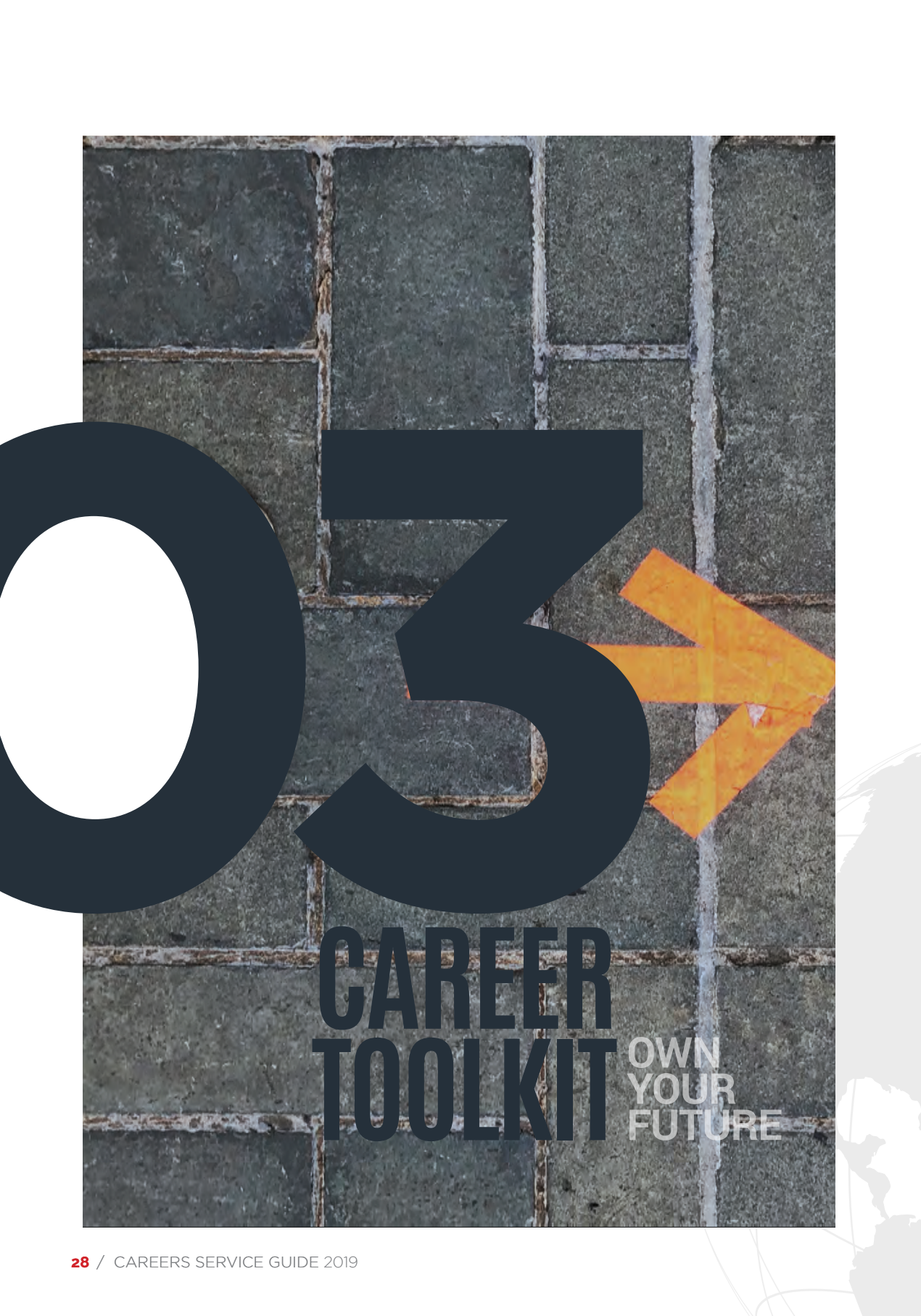
This growing phenomenon, called 'Management-by-algorithm', refers to more and more data from various sources being used in HR processes. You need to constantly be mindful of the fact that you're leaving behind a 'breadcrumb' data trail at any given time. From your social media profiles, to GP visits and using navigators and even ATM withdrawals, we are all freely giving away personal information. We even give names and email addresses when we simply log onto free Wi-Fi hotspots in public places.

The thing is, nothing is really free – what we have been doing is really willingly giving away our activities, locations, habits and opinions. In other words, we are actually paying with data.

So how does this data trail impact your future job search?

Everything is being automated: from the sorting of job applications to the using of data for measuring productivity and finding ways to motivate people. Be prepared for this landscape in the way you distinguish yourself, both digitally and in person, and how you set yourself apart in terms of the personal, irreplaceable human attributes mentioned above. This will go a long way in ensuring you still land that dream job.





03

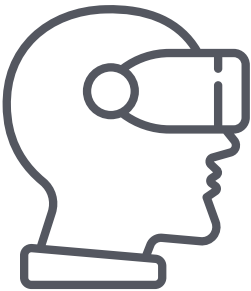
CAREER
TOOLKIT

OWN
YOUR
FUTURE

1.

Fit for the Future

INGRID VAN DER MERWE, HEAD: CAREERS
ADVISORY SERVICE, GIVES ADVICE ON GETTING
YOU AND YOUR DEGREE FIT FOR THE FUTURE.



Realise that a degree alone is not enough

Many important skills are developed through extra-curricular activities. Put yourself in situations you won't experience in your academics. Whether it's leadership positions in res or sport, faculty and community work, get involved!

Don't be literal-minded about your subjects

Your subjects won't necessarily dictate what you end up doing. You develop useful skills THROUGH subjects, like critical thinking or analytical skills. Skills are transferable into different contexts which broaden your career options.

Develop an entrepreneurial mindset

Not everyone has to own a business. An entrepreneurial mindset means being innovative, flexible, aware of opportunities and client needs. These are useful whether you work for yourself or within an organisation.

Think globally

Living in a comfortable, local bubble won't help. Stay in touch with what is happening globally. What are the challenges and how are they affecting us? Find opportunities to be exposed to diverse cultures.

Form networks

Networking isn't just for people who attended private schools or whose parents are CEOs. It's about making connections. Join professional networks as a student member and follow groups that interest you on LinkedIn. Careers Service events also provide many networking opportunities.

Embrace technology

No matter what you are studying, stay in tune with what is happening in your field and how technology is affecting advancement.

Work on your interpersonal skills

Artificial intelligence is affecting all sectors. But people remain people. Managing conflict, working in team and communicating effectively are some interpersonal skills highly rated by employers. Developing these most often happen outside your academics, but they are essential for your future.

Careers Service events provide many networking opportunities.

2.

Getting a job

WANTING TO START APPLYING FOR JOBS,
BUT UNSURE OF WHERE TO START? INGRID
VAN DER MERWE, HEAD OF CAREERS
ADVISORY, GIVES SOME POINTERS.

1.

Start with yourself

Think of your values and what is important to you. Consider all you have done and the skills you have gained from these activities. For more on skills, go to our website: www.careers.uct.ac.za/students/identifying_skills.

2.

Get ideas from what others have done

You're not limited to the obvious outcomes of your degree.

- Go to "*Students*" and then "*Options with my degree*", and to "*Options linked to your subject*".
- Look at the "*Graduate Gallery*", which features grads and the jobs they are now in.
- Search on LinkedIn for people with your degree to see what they do.

3.

Network

Speak to as many people as you can to get ideas and do reality checking. See the Networking section on the next page.

4.

Target your applications

When you do apply, remember that your CV and cover letter must be customised and targeted to what is required, else you may not be short-listed.

5.

Do your homework

In applications and interviews, make sure to thoroughly research the company and the role you are applying for. If you don't, you will most probably end up on the "no" pile.

3.

Network

Job Expos

To prepare

- Find out who is exhibiting
- Identify companies you want to engage with
 - Research them online
 - Think what you want to ask them
 - Use expo floor plan for navigation
 - Bring an updated CV, just in case

Ask about:

- 1) Their workplace, 2) the work, 3) skills and attributes needed, 4) experience needed, 5) training and development opportunities 6) their industry

Visit
**www.careers.
uct.ac.za**
for details

Not final year? Attend!

- Learn what employers are looking for
- Develop the experience before you graduate
 - Enquire about internships

Career Conversations

Attend panel discussions featuring grads with your degree. Hear what they do and how they got their jobs.

Company Showcases & Presentations

Throughout the year at various campus venues

Formats:

1. Evening events
2. Lunchtime talks
3. Weekly presentations, as part of a series

Benefits:

1. Learn about the company, and their recruitment process
2. Bursaries/scholarships
3. Vac work/job shadow network with employers, alumni and peers

Visit
**www.careers.
uct.ac.za**

Informational Interviewing

Meet with someone in an industry that interests you

Ask about:

- how they got their current position
- what the job entails

Benefits:

- insight into careers you are interested in
- exposure to unadvertised opportunities
- expands your professional network
- reality check about your career

For students of ALL faculties

Employers are interested in unique skills and attributes you gained from your degree and extra-curricular activities

More info:

www.careers.uct.ac.za
under *Students > Career advise > planning your career.*



2.

Online job search

SOCIAL MEDIA AND ONLINE PLATFORMS ARE INVALUABLE TO YOUR JOB SEARCH. CAREERS ADVISOR, BRONWYN APRIL, ADVISES ON SETTING UP YOUR ONLINE PRESENCE AND JOB ALERTS TO HELP YOU GET THE JOB YOU WANT.



Facebook

When you start your job search:

- Remove inappropriate photos from your albums
- Delete inappropriate comments and posts
- Employers are often there, too, scoping out new recruits
- Join career-related groups for news, events and opportunities
- Follow pages of companies you are interested in
- Search for relevant keywords



Instagram

Creative industries are more likely to recruit on Instagram. You can:

- Showcase your creative work
- Photo quality and styling is important
- Remove inappropriate images and comments
- Search for relevant content, hashtags and people
- Get insight into corporate company life (social or sport events)



Twitter

This platform is less formal, so show a bit of your personality

- Username/Handle: a real name is more effective for a job search
- Your bio should fit the type of work you seek
- Real-time opportunities come and go fast – Sign in often
- Interact: read, retweet and comment
- Avoid negative, offensive or too personal comments
- Use an upbeat and professional tone
- Post topics aligned to your field
- Search: for posts and individuals aligned to your industry

How to set **job alerts**

- Set daily alerts. It may be irritating, but could deliver results sooner
- Use quotation marks for a specific position, company or location
- Tweak your preferences if they are not delivering the results you want

MyCareer



1. Log onto www.careers.uct.ac.za
2. Go to MyCareer
3. Click on your name
4. Select Preferences
5. Specify the type of work you are interested in, e.g. full-time, internship
6. Choose faculty you are searching in, e.g. Humanities, Commerce (3 maximum)
7. SAVE

LinkedIn



1. **Search** for a job
2. Click Set a job alert
(On the right side of job search results page)
3. Select how often you'd like to receive an email alert that fit those specific search parameters.
 - a. Daily or weekly
 - b. Check boxes next to email, mobile and desktop (you will be notified of new jobs via LinkedIn.com and the LinkedIn Job Search app)
4. SAVE

Google



1. Go to google.com/alerts in your browser
2. Enter a search term for the topic you want to track
3. Choose "Show Options" to narrow the alert to a specific source, language, and/or region
4. Select "Create Alert"

**USERS IN
SOUTH AFRICA:**

**FACEBOOK:
25 MILLION**

**INSTAGRAM:
6.6 MILLION**

**TWITTER:
8.3 MILLION**

**LINKEDIN:
6.8 MILLION**

*Source: SA Social Media
Landscape 2019, Ornico
and World Wide Worx*

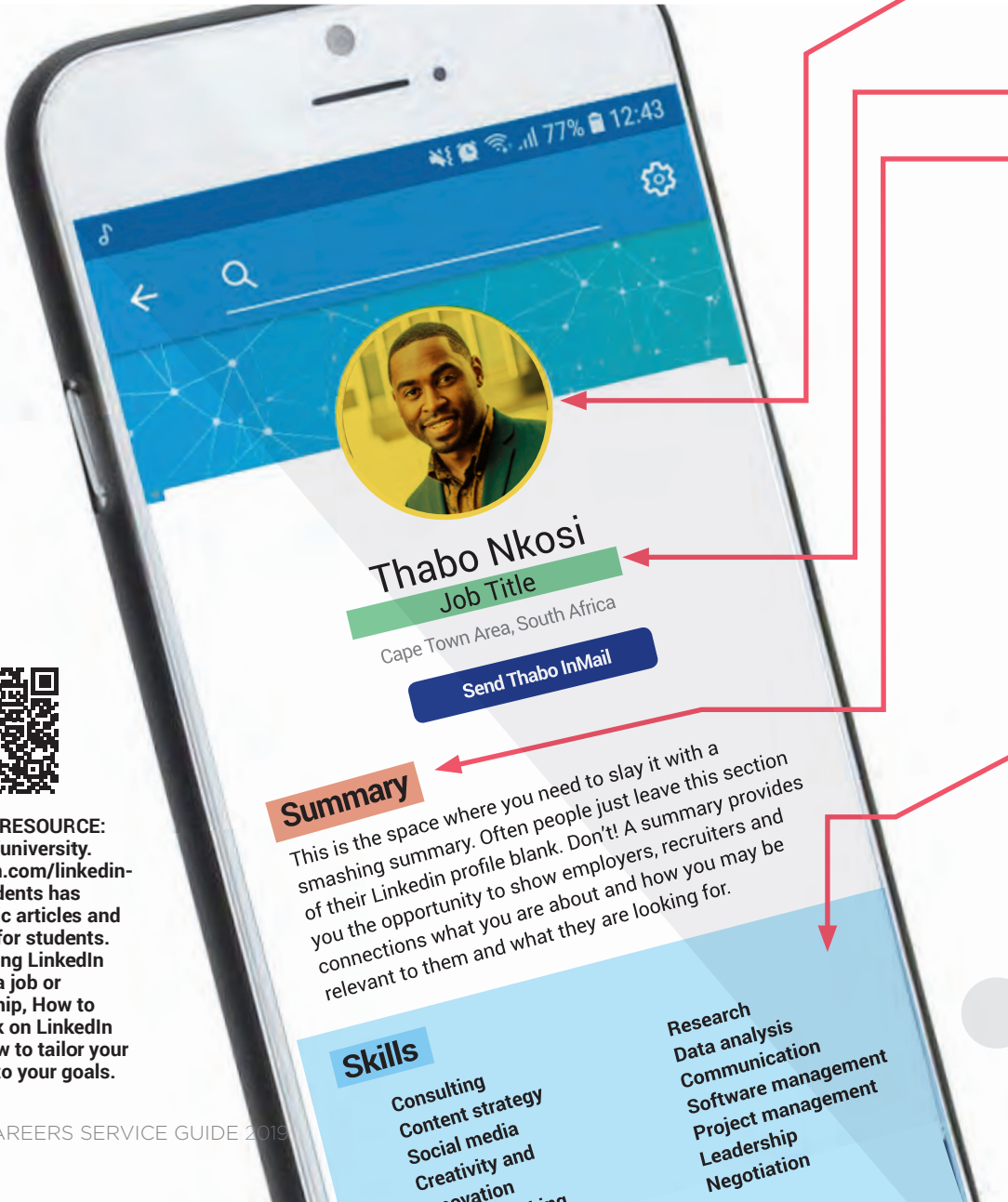
3.

LinkedIn

HAVING A GOOD LINKEDIN PROFILE IS ESSENTIAL. IF YOU HAVE THE RIGHT KEY WORDS, THIS WILL ENSURE THAT YOU ARE FOUND BY RECRUITERS SEARCHING FOR SOMEONE WITH YOUR BACKGROUND.



GREAT RESOURCE:
<https://university.linkedin.com/linkedin-for-students> has fantastic articles and videos for students. E.g. Using LinkedIn to find a job or internship, How to network on LinkedIn and How to tailor your profile to your goals.



Photo

Forget the pouty mouth. Keep it light, yet professional. It is perfectly fine to smile – it makes you appear friendlier and worth getting to know.

Headlines

No job title yet? Add your career vision.

Summary

A LinkedIn summary is a mash-up between an elevator pitch and your career objective. It highlights, **in 50 words or less**, your current status and key achievements. For job seekers, it communicates the types of roles you are looking for. With more and more employers hunting through LinkedIn, your summary may be the only cover letter you get to write – so it needs to pack a punch.

Publish and Share

Who needs a personal blog, when you can publish on LinkedIn? You aren't only limited to creating unique content, you can also curate other people's content that speak to your passions and interests within your industry.

Digital Portfolio

Your LinkedIn profile should not just be a digital version of your CV. Enhance your profile by incorporating certificates, presentation slides, writing samples, images or design work, music or video clips and any other work-based evidence. As a result, your profile will expand to an engaging portfolio.

Skills

Include specific skills on your LinkedIn profile to showcase your abilities. Once you've added a skill to your profile, your skills can be endorsed by 1st-degree connections to reinforce their weighting. Skill endorsements increase the likelihood that you'll be discovered for opportunities related to your skills. LinkedIn messaging allows you to stay in contact with colleagues, associates, and new opportunities. Use LinkedIn InMail to grow your network and connect with possible contacts.

Recommendations

Recommendations are penned by colleagues, clients or managers. Marketing and sales experts highly rate referrals for building brand trust. This is where recommendations come in. Ask people you have worked with (in formal employment, extra-curricular activities or community projects) to write you recommendations.

Search

The Search bar at the top allows you to search for people, jobs, companies, posts, and more. You can click any of the search suggestions that appear in the dropdown list as you type, or submit your search to see the full results.

4.

Your CV

Date of birth, marital and health status and nationality not necessary under equity legislation. But you may choose to put nationality if there are visa/work permit implications

A CV IS A MARKETING TOOL, WHICH IS INTENDED TO PUT ACROSS YOUR BEST POINTS. HERE ARE A FEW TIPS ON HOW TO STRUCTURE YOUR NEXT CV.

No physical address necessary

Ayanda Kula

Cell: 084 237 1400 email: ayandakula@gmail.com

LinkedIn: <https://www.linkedin.com/in/ayanda-kula-01807a6b/>



Formal email - not hotlips@gmail.com

Optional, but be specific. Shouldn't exceed 4 points



Profile:

Graduate with Bachelor of Arts in Media Studies and Sociology, currently completing Honours in Sociology at the University of Cape Town. Particular interest in social media. Vacation work experience in publishing and marketing. Avid blogger (studentponderings.blogspot.com) and winner of Alan Paton Short Story Award in 2017.



Most recent qualifications first. Include titles where applicable, e.g. of thesis. Mention academic achievements here.

Education

2018: Honours (Sociology), University of Cape Town (UCT).

2015-2017: Bachelor of Arts (Sociology and Media Studies), UCT. **Dean's Merit List (2016, 2017):** awarded in recognition of consistent academic excellence.

2014: National Senior Certificate, South Peninsula High School, Cape Town. **Four A's** and awarded English trophy (top student in subject).

2017: Writing for Social Media (8-week online course), Coursera. **Avid blogger** (studentponderings.blogspot.com) and winner of Alan Paton Short Story Award in 2017.

Include non-degrees, awards and courses or training.

Include if appropriate to your application or if you are applying for an academic position.



Publications & Conferences

November 2018:

Africom Conference, Cape Town: Co-presented paper on "Do Student Voices Make a Difference?: Exploring Outcomes of Student Activism at the University of Cape Town."

Choose suitable headings that best describe your activities



Achievements/Leadership/Sport etc...

2015-2018: 1st team Basketball, UCT

2017: Alan Paton Short Story Award (National writing competition for tertiary students)

2017: Humanities Exclusive, UCT (6-week Career Development programme)

2015: Member of Students' Representative Council,
South Peninsula High School Work Experience

- 1) Work experience can be full-time, part-time or voluntary.
- 2) Include information about a business of your own, or a family business.
- 3) Describe organisation and/or responsibilities.
- 4) Some of this could also appear in 'skills section'. (avoid repetition)



Work Experience

December 2017-February 2018: **Intern, Media24, Cape Town**
Assisted with logistics, editing, administration and wrote article "Hungry Students" (Drum, March 2018)

December 2016-February 2017: **Receptionist (holiday job), Feed the Hungry, Cape Town**

Feed the Hungry is an NGO that runs feeding schemes at township day-care centres and shelters. Responsibilities included food orders, client communication and logistics of daily soup kitchens

June 2015-November 2016: **Marketing Assistant (part-time), Healthzone, Cape Town**
Main tasks included arranging launch event, social media marketing, running focus groups and conducting surveys

June 2014-current: **Waitress (part-time), Brian's Burger Palace, Cape Town**

Skills

Teaching and facilitating

Tutor to five Sociology 1 first-year students

Volunteer Facilitator of 20 Grade 11s for extra Maths lessons

Marketing and fundraising

As SAX Appeal magazine committee member, responsible for liaison with all corporate advertisers (e.g. Mr Price, FNB, SAB). Exceeded target profit by R5000

Social media and web development

Initiated, set up and managed Twitter account as intern at Rhino Africa

Designed website for Ballroom Dancing committee at UCT



Choose your top 5 skills that are relevant to the opportunity you are applying for

If you belong to professional associations or societies, include a chronological list here.

Memberships

2016-current: Member of **Golden Key International Honour Society**, UCT: connects high-achieving individuals locally, regionally and globally



They should know you well. Ask a referee beforehand for permission. Inform them of the position you are applying for, and send them your latest CV. Ideally you should include at least two referees, but no friends or family members. Include their name, position, organisation and contact details. At least one of them should be able to comment on your recent academic performance

Referees

Professor Percy Davis, Head: Botany Department, UCT:

percy.davis@uct.ac.za, Cell: 076 426 4912

Mr Vincent Mabona, Manager: SWAT Marketing:

vincent@swat.co.za, Tel: 021 655 4782

5.

Cover letter

TIP 1:

It is not recommended to put a cover letter in the body of an email as it can be overlooked by a selection committee.

TIP 2:

Unless otherwise stated, always include a customised cover letter with your CV. A cover letter is your opportunity to demonstrate your knowledge and interest in the employer or position, and to highlight what you can offer and why you are a good fit for the role.

start with

Company representative name
Company representative title/designation
Company address

then...

Dear [Company Representative name/title/designation or "HR

SUBJECT LINE 1 [State purpose of letter] Re: Application for ...
advertised in ... (include reference number if provided)

Paragraph 1

- State your current location and occupation [I am a final-year Economics student at the University of Cape Town]
- List any documents attached that support your application [Find attached my (CV, transcripts, testimonials)]

Paragraph 2

- State your motivation for applying + demonstrate your knowledge about the organisation – ensure you have done the research to be able to make an argument for why you are a good fit

Paragraph 3

- Showcase your skills, qualifications and experience
- Describe how your career interests, aspirations and personal attributes have led to your interest in this position
- Refer to specific examples in your CV to highlight your accomplishments
- Demonstrate how your accomplishments can benefit the organisation

Paragraph 4 (optional)

- Outline any issues you may wish to inform the employer of (e.g. special needs/illness) – disclosure is entirely your choice
- You may want to state when you would be available to start working

optional...

THE END...

Closing paragraph

- State your appreciation for the consideration given to your application
- State if you plan to follow up on the application with a phone call/email

Sign off

"Yours sincerely" if you have addressed the person by name, or "Yours faithfully" if not, followed by your name underneath.



Join us at these events

☑ July '19

10: Finding Work Bootcamp.

A practical workshop on researching career options, targeting your CV and cover letter and preparing for interviews.

24: Accounting Expo

25: Postgraduate Showcase.

UCT departments from all Faculties have stalls and staff present at this event for you to consider your postgraduate study options.

25: Postgraduate Career Conversations.

Cross faculty panel of postgraduate alumni discuss their jobs in research and industry.

☑ August '19

1: CV Lab. Walk-in CV review. Bring your CV in hard or soft copy and a Careers Advisor will review it. First come, first served.

7: Epic Job Expo

13: International Grad Panel. Panel of International graduates discussing their jobs.

14: Career Conversations: Humanities

Faculty-specific panel discussion featuring graduates in specific roles talking about their career journeys. Opportunity to ask questions and network.

28: Finding Work Bootcamp

☑ September '19

5: CV Lab

11: Career Conversations Law.

Faculty specific panel discussion featuring graduates in specific roles talking about their career journeys. Opportunity to ask questions and network.

13: Flux Entrepreneurship Business Game

A fast-paced 1-day entrepreneurship business game. Teams of 6 develop a strategy for a real business scenario and present it to a panel of judges. Cash prizes for the winning teams. Applications open: 1-23 August 2019

16-17: Entrepreneurship Lunch time talks

18: Student Entrepreneurship Week #SEW Social Impact Day

Network with organisations working in social justice. Ask about opportunities for work or volunteering.

19: Entrepreneurship Marketplace

20: Entrepreneurship Bootcamp

26: Postgraduate Career Conversations

☑ October '19

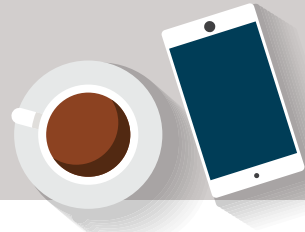
2, 4 : Career Compass workshop for Masters and PhD students.

3: CV Lab

☑ November '19

13: Finding Work Bootcamp

19: Finding Work Bootcamp



6.

Assessments & Tests

AS PART OF A JOB APPLICATION, EMPLOYERS USE CERTAIN METHODS TO MEASURE THE KNOWLEDGE, SKILLS AND COMPETENCIES REQUIRED FOR A SPECIFIC ROLE.

Employers may use one or a combination of the following assessments:



Presentations

Topics can be provided in advance or on the day. Participants are assessed on their content and how they present it. The topic could be a challenge facing the relevant sector, or providing approaches or solutions to work-related problems.



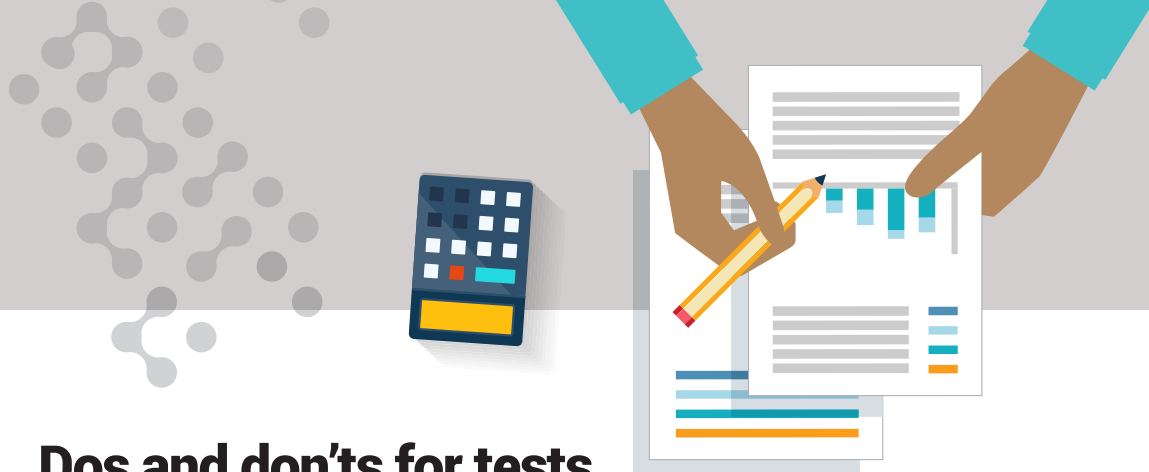
Written assessments

This tests your ability to handle pressure, solve problems, and to communicate your ideas effectively. This time-pressured assessment is based on provided materials that focus on work-related situations.



Personality Tests

These tests analyse how you would handle various situations. It gives employers the assurance that you are a good fit and able to thrive in a certain position. This is normally supplementary to other elements in a job application.



Dos and don'ts for tests



- ✓ Get a good night's sleep the night before the assessment
- ✓ Before starting to write, familiarise yourself with how much you need to achieve in the allotted time
- ✓ Read questions carefully and don't answer until you are sure you understand them
- ✓ Balance speed with accuracy. Make sure to answer all the questions (even if some are incorrect). This is better than answering only a few of the questions correctly.



- x Don't waste time if you get stuck. Rather come back to the question at the end
- x Don't over-think the questions, and be honest.
- x Don't give the answer that you think the assessor is looking for.
- x Don't compare yourself with other candidates. Go at your own pace.



Psychometric assessments

'Psychometric' literally means 'measurement of the mind'

This assessment measures attributes like intelligence, aptitude, abilities and personality. It provides an employer with insight into how well you work with others, handles stress, and whether you would be able to cope with the intellectual demands of a specific job. The results form part of a bigger picture (including interviews, written applications and other background information).

The test could be **online or in person**.



Aptitude Tests

These determine your current ability and potential. Employers test whether you are capable of learning the required skills and what your natural strengths are.

Tests could for example focus on verbal and non-verbal communication, numerical skills or problem-solving abilities.

These are typically timed and in a multiple-choice format.

They could be **online or in person**.

Looking for a job?

YES

Know what you want to apply for?

More
or less

Looked on
MyCareer?

YES

NO

Look on
MyCareer

Know how
to set job
notifications?

YES

NO

See
p.33

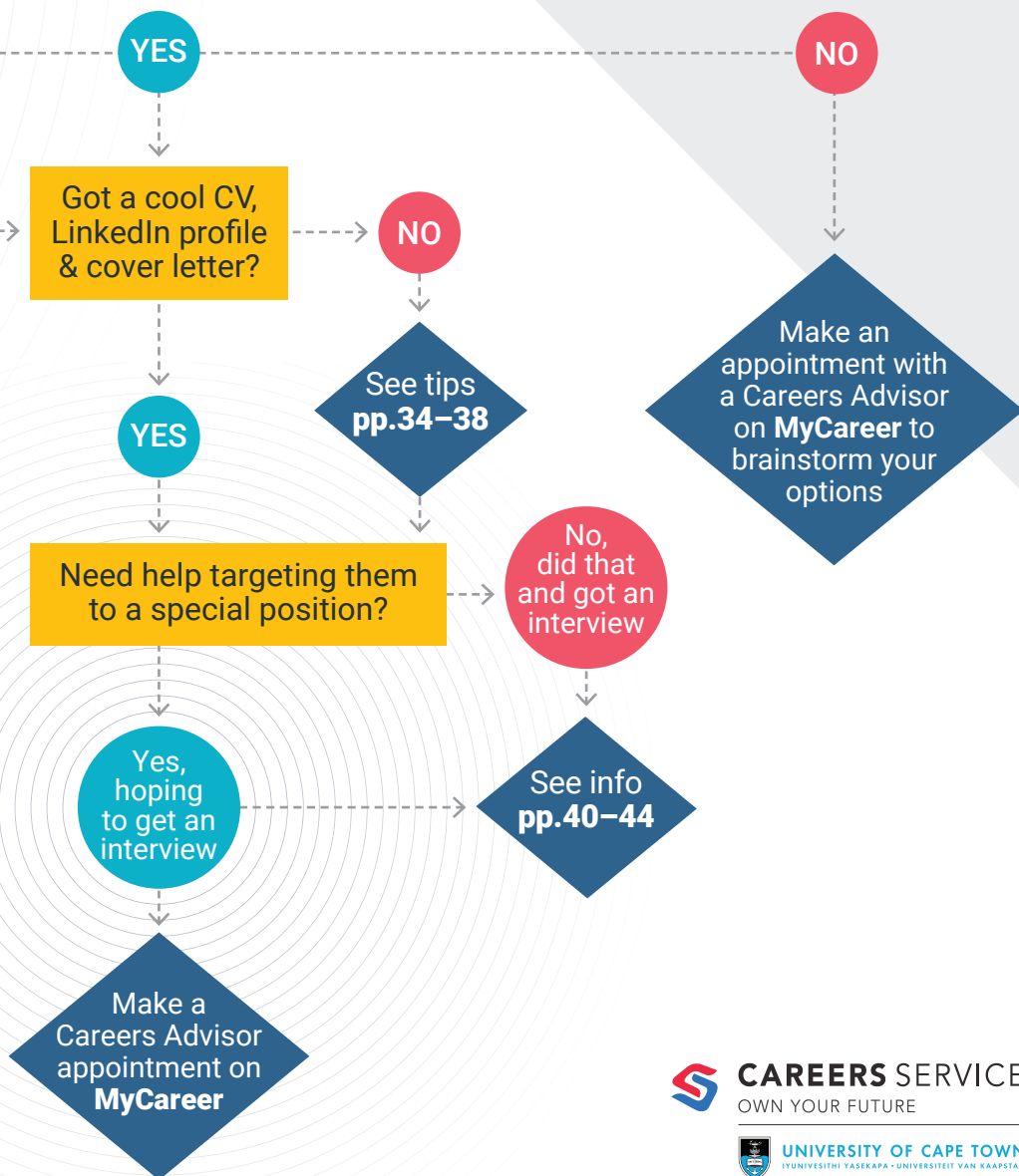
Attended Career
Service Expo?

YES

NO

Network
See **p.31**

See dates
p.39



7.

Interviews

AN INVITATION TO AN INTERVIEW USUALLY MEANS THAT YOU MEET THE MAIN REQUIREMENTS FOR THE POSITION. **THIS IS YOUR OPPORTUNITY TO STAND OUT FROM THE CROWD.**



Preparation

You

Practise a short summary about yourself out loud. Try to include your skills, experience and why you are interested in the position. Articulate what you can offer and why you are a good candidate.

The job

Study the job description and prepare examples for the required competencies. Prepare to answer honestly if you do not have a specific skill that they require. Employers would rather have someone who is honest about their abilities than someone who claims to be able to do everything but can't follow through.

The employer

Know about the people you will meet with and research what the organisation does. Record any questions you would like to ask about things that are not clear.

The industry

Know about any trends or technological advances in the industry which may affect how work is currently done at the organisation. Formulate opinions and questions to demonstrate your interest in the sector. You can prepare further by working through practise interview questions.

The more you know about the organisation, the job, the interview process and what you have to offer, the more confident you will come across during the interview.

Ask this:

- What training or induction process is run for new recruits?
- How big is the team I would join?
- How is performance measured and how often?
- Something you noticed on their website that interested you but wasn't covered in the interview
- What are the next steps in the hiring process?



Use
the **STAR
TECHNIQUE**
to structure
your answers:

Situation – where, when, and with whom

Task – the task or project that you were working on

Action – the actions you performed in response to, or to complete the task

Result – the outcome you achieved, what you learned, what you would do differently

For example:

Q Tell me about a time when you resolved a conflict between people

Situation- In my residence there are two TVs and there are always tensions between those who watch sport and those who watch other programmes.

Task- I conducted a survey with everyone in the res to find out what they watched and at what times of the week.

Action- I collated the results and drew up a schedule for each of the TVs, trying to take into consideration big sporting fixtures.

Result- Although we didn't satisfy everyone, we did resolve the biggest tensions by planning ahead and students felt their concerns had been heard.

An interview gives you an opportunity to explain your CV and to see if you have the necessary attributes that will bring value to the organisation - your "soft skills"...

The interview

Q Tell me about yourself

Narrow it down by asking the interviewer if there is anything they want you to focus on. Be concise with your answer. Remember: they are not interested in you as a friend, but as a potential colleague.

Q Describe your strengths and areas of development

Provide real examples where you grappled with specific situations. Don't be tempted to give clichés like being a perfectionist and never giving up. Also, do not say that you are not good at something – rather describe how you can improve the skill.

Q Why did you apply for this position?

Relate your answer to your knowledge about the organisation and what the employer is looking for, based on your research. Try to convey an impression of informed interest and excitement about the work.

Q Be open, rather than defensive, if asked about gaps in your CV, setbacks or failures

Be prepared to account for gaps in your CV or failures in your academic record, because they may come up. It is more important to convey how you overcame them than to justify why they happened.

Q Brain-teasers

They are designed to test your ability to formulate a logical answer under pressure. Engage with the question and explain your thinking.

Virtual Interviews

Organisations often use virtual interviews for first-round interviews. Ask the Careers Service about booking the virtual interview room at their offices, which is free for UCT students. Your preparation should be the same as a face-to-face interview, but there are some specific considerations when it is virtual.

1. Username and profile picture

Make sure these are appropriate and professional.

2. Check your technology

Before your interview, check you have the right software, and test your internet connection, microphone and camera.

3. Dress for success

You still need to look professional. Dress the way you would for a face to face interview.

4. Prepare your environment

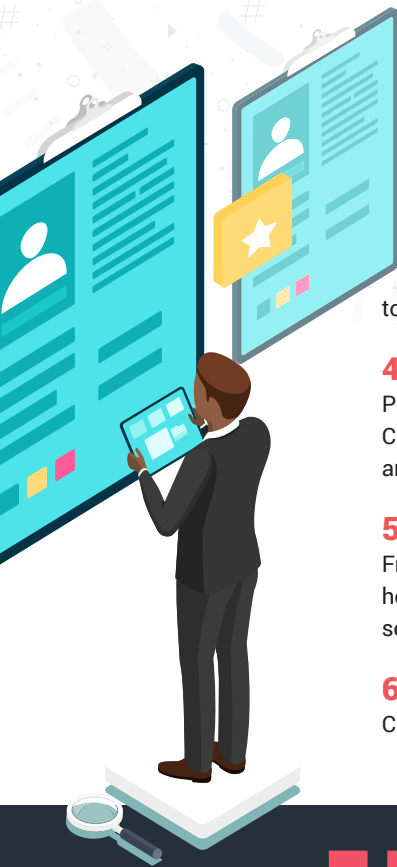
Position your computer and webcam so that a blank wall is behind you. Check that the lighting is good. Minimise distractions like TV, radio, pets and noisy housemates.

5. Eye contact

Frame the camera to include your upper body (not just the top of your head). Try to look at the camera and not at the screen. That way it will seem as though you are making real eye contact.

6. Do a practice run

Check that everything is working by doing a practice run with a friend.



77 Put a light behind your computer so your face is illuminated and avoid casting shadows on your face."

9.

Contracts & offer letters

THEY OFFERED YOU A JOB!

NOW WHAT?

When you have been offered a job, your new employer will present you with a contract and letter of offer. Some organisations have a letter of offer and a separate contract, whereas others incorporate these two into the same document.



Know your benefits

Benefits like medical aid and pension funds differ from company to company. It is vital that you ask your prospective employer about the details of your benefits. An example would be to ask whether the cost of medical aid would be deducted from your salary or to ask which medical aid the company prefers. Some employers allow their employees to choose the medical aid while others prescribe one.

Checklist for the newly employed:

- ✓ Has the contract also been signed by someone in the organisation?
- ✓ Do you have copies of the signed documents?
- ✓ Do you understand exactly what is required of you in the position?

This needs to be in your contract:

- ✓ Start date and duration of employment (contract position)
- ✓ A detailed role description and reporting lines
- ✓ Location and work hours
- ✓ Salary structure and when it will be paid
- ✓ Company benefits and eligibility rules
- ✓ Leave provisions
- ✓ Duties after work/overtime
- ✓ Notice period information
- ✓ Confidentiality agreement (where applicable)
- ✓ Clauses pertaining to breaches of contract
- ✓ In some cases, the relocation package
- ✓ It needs to comply to what is set out in the Basic Conditions of Employment Act (BCEA)





04

ENTREPRENEURSHIP GALLERY

OWN
YOUR
FUTURE

1.

NALEDI MAHLASE FROM THE UCT ENTREPRENEURS SOCIETY SHARES HER THOUGHTS ON BEING YOUNG AND ENTREPRENEURIAL.



IN SOUTH AFRICA MORE THAN 50% OF THOSE WHO RUN THEIR OWN BUSINESSES ARE YOUNG PEOPLE

THE UCT ENTREPRENEURS SOCIETY AIMS TO ASSIST YOUNG, AMBITIOUS AND UPCOMING ENTREPRENEURS TO CREATE SUSTAINABLE AND PROFITABLE BUSINESSES WITH THE HOPES OF INSPIRING OTHER STUDENTS TO ASPIRE BEYOND THEIR DEGREES.

Entrepreneurship is a constantly expanding market within the African continent. In South Africa more than 50% of those who run their own businesses are young people. In a country where the unemployment rate keeps increasing, it is important to create your own opportunities beyond the corporate vision and domain.

Challenges

Even with the greatly expanding market and advancement in entrepreneurship in Africa, there are unprecedented issues. This includes the gap between male and female entrepreneurs and a need to open the market for present and upcoming female entrepreneurs. Many resources are scarce, like the financial help and knowledge that is only accessible to the advantaged. This is why initiatives that foster and promote growth within the entrepreneurial domain are so important.

Value of a degree

A degree gives you the knowledge that you will need to advance yourself. It is important to make the most of the skills and lessons you learn, as they might be applicable not only in your domain of study but also in other spheres of your life. Simple skills like time management, organisation and planning, to more intricate problem solving skills, can be applied in an entrepreneurial role. Entrepreneurship is not just about making money from passion, it is a risk embedded job in a complex industry.

The bottom line

Entrepreneurship is not static and fixed, but most companies have similar objectives. Whether it is a small business, a scalable start-up or a large entrepreneurial company, all these businesses have a life cycle that needs to be nurtured and groomed to prosper.

#SEW2019

Student Entrepreneurship Week

16- 20 September

Entrepreneurship-themed Lunchtime Talks	16 & 17 Sep
SEW Social Impact Day	18 Sep
Entrepreneurship Marketplace	19 Sep
Entrepreneurship Bootcamp	20 Sep

Brought to you in association with:

UCT GSB Solution Space
Raymond Ackerman Academy of Entrepreneurial Development
UCT Research Contracts and Innovation

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2.



Ntsako Mgiba Jonga

DEGREES:
BSc Eng in Mechatronics

WEBSITE:
WWW.JONGA.CO.ZA

Why did you become an entrepreneur?

From a young age, I have always been running businesses – from selling baked goods to washing cars in my neighbourhood. I wasn't aware that I was going to take entrepreneurship seriously until I got to university. What changed for me, was that I identified a problem that I thought deserved a good and affordable solution. The problem propelled me into action.

Tell us about Jonga.

JONGA is a Cape Town based security technology company that develops and provides innovative and affordable community-based security systems to townships and other low-income communities. We exist to restore a sense of safety and security in communities by combating home burglaries with our technology. The JONGA product is a simple IoT premises-monitoring solution that gives you and the caring community control of your home security.

What are the key elements for starting and running a successful business?

To start a successful company, first identify a real-world problem. Understand the ins and outs of the problem by speaking to the deeply affected people. From there, build a solution around their needs. Too many people build cool solutions before looking at the problems that match them – which is the wrong approach. To run a successful business, surround yourself with people who are good at the things that you struggle with and have more experience than you have. A good team makes or breaks a business. A good board of advisors can also help that you don't get sidetracked by every opportunity that comes your way.

What advice would you give other entrepreneurs who are starting out?

Understand the ins and outs of the problem you're trying to solve and be obsessed with customers. There



**TO RUN A
SUCCESSFUL
BUSINESS,
SURROUND
YOURSELF WITH
PEOPLE WHO ARE
GOOD AT THE
THINGS THAT YOU
STRUGGLE WITH
AND HAVE MORE
EXPERIENCE THAN
YOU HAVE...**

is no such thing as a product, there's only a product for a market. So understand the market. Secondly, find the right people for your team. The likelihood of success is very slim, and without an A team your chances are near to none. Lastly, always get different perspectives before making decisions and then, once a decision is made, don't look back.

You were part of Team Flex who won FLUX 2017?

It was my 2nd time participating, and I enjoyed it as much as the first time. The experience is valuable because the time constraint puts pressure on you to work quickly, make decisions as a team and then execute. I also enjoyed the assistance we received from the mentors who helped us polish our pitch. On top of that, it was great to hear all the ideas that other teams came up with.

77 JONGA
is a Cape Town
based security
technology
company
that develops
and provides
innovative
and affordable
community-based
security systems
to townships and
other low-income
communities

What is the highlight of your journey so far?

Highlights have included meeting and learning from great business people in corporates (Santam, Deloitte, EdgeGrowth), government and other entrepreneurs working on solutions to big problems. I plan to start more businesses later on in my life, and these connections will be valuable in accelerating those ventures.

FLUX 2019

entrepreneurship
business
game



DATE
13 Sep 2019

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R15 000 for the
winning team

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DATE FOR
APPLICATIONS**
23 August 2019

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and click on



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2.



Dr Cherise Dunn South Africa Makes Africa Makes #3D4D

DEGREES:

PhD Medical Biochemistry
MSc Biochemistry
BSc Honours Biochemistry
BSc Microbiology and
Biochemistry

Why and how did you become an entrepreneur?

I always used to wonder how I could better prepare young people – young women in particular – for a rapidly changing world. When I was concluding my doctoral degree at the Faculty of Health Sciences, 3D printing was becoming more apparent as a technology trend to me and my co-founder. As postgraduate students at UCT, we had been exposed to a world of possibilities and resources that many South Africans are not exposed to. We wanted to bridge the gap – to make fourth industrial revolution (4IR) technology more accessible to communities. In this way, we could assist them in embracing this technology and in creating jobs and potential sources of income and opportunity for themselves.

Tell us about The Africa Makes #3D4D Initiative and South Africa Makes.

It's a one-of-a-kind social hybrid enterprise that uses 3D printing for socio-economic and educational

development (#3D4D). We encourage African youth to resourcefully solve their own community-specific challenges using human-centric 3D-printed solutions. The Africa Makes #3D4D Initiative is comprised of The Africa Makes Foundation, a non-profit company that empowers African youth with educational programmes to leverage the 4IR, such as CAD, 3D printing and human-centric entrepreneurship skills. South Africa Makes is the national for-profit organisation that offers corporate clients rapid prototyping and bespoke 3D-printing and additive manufacturing services.

What value do your qualifications add to your business or you as an entrepreneur?

Doctoral degrees equip students with three of the critical skills that the World Economic Forum reports are critical for success in the 4IR. Skills that are essential to support these abilities include relevant technological skills and higher cognitive and emotional intelligence

WEBSITE:

WWW.SOUTHAFRICAMAKES.CO.ZA

INSTAGRAM:

@SOUTHAFRICAMAKES

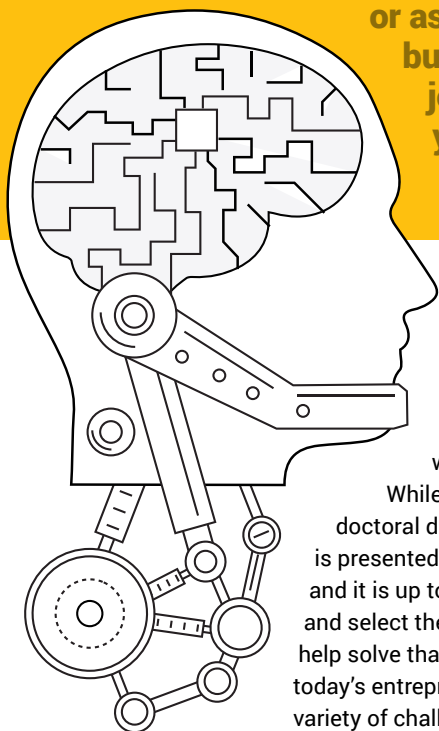
FACEBOOK:

SOUTH AFRICA MAKES

TWITTER:

@MZANSIMAKES

11 Just start. You will never be as ready or as prepared as you would like to be but it is important to start your journey in order to learn from your failures.



AS POSTGRADUATE STUDENTS AT UCT, WE HAD BEEN EXPOSED TO A WORLD OF POSSIBILITIES AND RESOURCES THAT MANY SOUTH AFRICANS ARE NOT EXPOSED TO. WE WANTED TO BRIDGE THE GAP - TO MAKE FOURTH INDUSTRIAL REVOLUTION (4IR) TECHNOLOGY MORE ACCESSIBLE TO COMMUNITIES

skills when dealing with a challenge.

While working towards a doctoral degree, a candidate is presented with a problem and it is up to them to research and select the best technique to help solve that problem. Similarly, today's entrepreneurs face a variety of challenges but it is becoming more critical to make use of technology as well as the other cognitive skills to holistically solve the challenge at hand.

You used the Solution Space at GSB when starting out. How did it benefit you?

As research academics, my co-founder and I were often daunted by the gaps in our knowledge at running a technology-focused social impact enterprise. The Solution Space provided an environment where we could initiate conversations which then

helped us think up the creative methods we now use to empower youth (in entrepreneurship and additive manufacturing skills).

What advice would you give to other entrepreneurs who are starting out?

Just start. You will never be as ready or as prepared as you would like to be but it is important to start your journey in order to learn from your failures. What is even better is to get used to 'failing' and to fail and fail fast. Learn from your mistakes along the way as those big ideas that change the world are never perfect from the outset.

4.



Sinekhaya Manciya **Snezar Timepiece**

DEGREE:
Bachelor of
Social Work

INSTAGRAM:
@SNEZAR_TIMEPIECE

FACEBOOK:
FACEBOOK.COM/
SNEZARTIMEPIECE

Why did you become an entrepreneur?

My career as an entrepreneur began back in primary school when I sold sweets and used my mom's camera to take pictures of other pupils and teachers (which I then sold to them). When I was in high school, I developed two T-shirt clothing lines and sold cell phone accessories. Now, Snezar Timepiece is a new addition to my business ventures.

Tell us about Snezar

We offer unisex, minimalistic and well-designed bamboo strap

watches made from authentic environmentally friendly materials. Snezar is birthed from an insatiable desire to create something truly unique. It is inspired by a number of entrepreneurs, artists, leaders and billionaires who have successfully built impact driven businesses.

It's an Afro-contemporary product that speaks to the heart of Africans. We are looking into introducing this product to the largely under-served African population through creating a brand essence that resonates and represents the new Afropolitan.

We put emphasis on the value of

77 Snezar Timepiece credits you with 86400 seconds every day, which can be invested into pursuing your passion, realising your dreams and breaking boundaries to create a transformed and economically equitable society



**YES, YOU WILL
HAVE CHALLENGES
AND FAIL AT SOME
POINT, BUT DO
NOT ALLOW THAT
TO KILL YOUR
ENTREPRENEURIAL
SPIRIT.**

time. We don't just sell bamboo timepieces; we sell time, art, luxury and uniqueness. Snezar Timepiece credits you with 86400 seconds every day, which can be invested into pursuing your passion, realising your dreams and breaking boundaries to create a transformed and economically equitable society.

You participated in student Entrepreneurship Week 2018. What were the benefits?

I was able to showcase my watches to the large community of UCT. I got to engage with different students about my watches and it was good to connect with other student entrepreneurs who were also showcasing their products or services. It was also good for sales.

You studied Social Work. How does your degree contribute to your business or philosophy?

In the future I would like to be a great businessman. I would like to be able to mix social work and my passion for business in a way that would create positive societal change – especially in youth entrepreneurship development and poverty alleviation. I see myself using my social work degree and entrepreneurship to bring change in the lives of people and communities.

What advice would you give other entrepreneurs who are starting out?

Start where you are, with the resources you have. Use the time you have wisely and build your empire. Yes, you will have challenges and fail at some point, but do not allow that to kill your entrepreneurial spirit. Let failure be the motivation to push even harder – remember that failure is the price tag for success. Own your time and own your future.

What are your strengths?

I have always been very disciplined. I started my business with only pocket money and worked during school holidays. I draw a lot of strength and inspiration from my background. Although I don't come from a well-financed family, I am a dreamer and a believer. I continue to chase my dreams through the challenges and obstacles I face in my personal life and business. I know that success is on the other side of fear.



2.

Joshua Fillmore Go.Explore

DEGREES:
Postgraduate Diploma
in Entrepreneurship
Bachelor of
Commerce

WEBSITE:
WWW.GOEXPLORE.
TRAVEL

INSTAGRAM:
@GOEXPLORE.TRAVEL

FACEBOOK:
FACEBOOK.COM/
GOEXPLORE.
TRAVELAGENT

Why did you become an entrepreneur?

I have the heart of an adventurer and the mind of a businessman. As an entrepreneur I can combine these passions and design my own career path. It gets extremely tough and takes perseverance, but most days I don't even feel like I'm working. I create experiences for individuals around the world and to me THAT is worth it all. I love what I do so much that I am willing to work long hours for a reward which I may only reap in years to come.

Tell us about Go.Explore

Go.Explore is an online platform that sells purposeful travel experiences. We are redefining why and how young people are travelling. Our tech savvy offering makes it easy for youth to find, book and pay for experiences that help them gain skills, give back and seek self-discovery. The focus of Go.Explore is on six segments of purpose: skills acquisition, personal well-being, natural rehabilitation, social

development, entrepreneurship and cultural consciousness.

We currently list 77 travel experiences in 26 countries. This makes us one of the biggest aggregators of purposeful travel packages in the world. Our focus is to expand brand awareness in the UK before moving into various markets in Europe.

You completed the PG Diploma in Entrepreneurship. What value did it add to you and/or your business?

The course taught me how to network, work in a group and manage people. It taught me how to strategise and what hard work and long hours truly are. It is the most true-to-life course imaginable and I consider it to have been a life lesson and eye-opener – more than just a diploma that I studied towards.

77 Go.Explore is an online platform that sells purposeful travel experiences. We are redefining why and how young people are travelling.



**CONTINUOUSLY
STEP BACK AND
ASK YOURSELF
WHAT THE MOST
IMPORTANT NEXT
STEP IS TO GET
YOUR COMPANY
TO WHERE IT
NEEDS TO BE.**

What would you say are the key elements for starting and running a successful business?

The key element for starting a business is identifying a real problem and to be truly passionate about solving this problem. Being an entrepreneur is hard work, and in order to stay committed you have to know that you are working towards something real.

You need to understand and test your assumptions whilst adapting to your customers' wants and needs. Engage with your customers

consistently and listen to them. Above all else, work hard and smart.

What advice would you give other entrepreneurs who are starting out?

It's easy to get caught up in the excitement of starting a business and to waste your time on less important things. Continuously step back and ask yourself what the most important next step is to get your company to where it needs to be, and prioritise accordingly.

What are the two most important lessons you've learnt while becoming an entrepreneur?

1. Networking is crucial.

I've made valuable connections through individuals that opened up their network after a follow up email or coffee meeting.

2. Be open to every opportunity, then figure out whether or not it's worth it your time.



WWW.GOEXPLORE.TRAVEL



UBER



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05

**TRANSITION
INTO WORK**

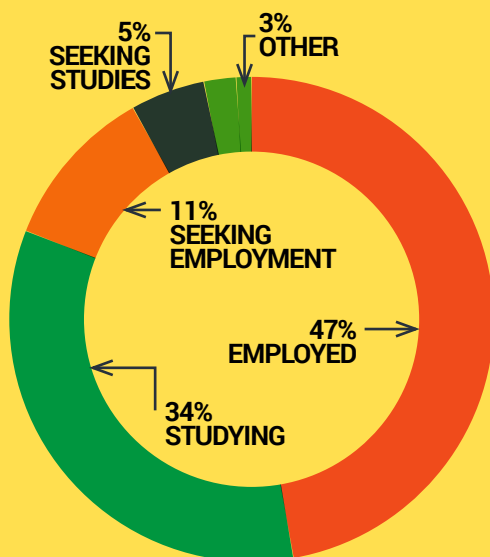
1	2	3	4	5	6	7	8
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Where 2017 grads

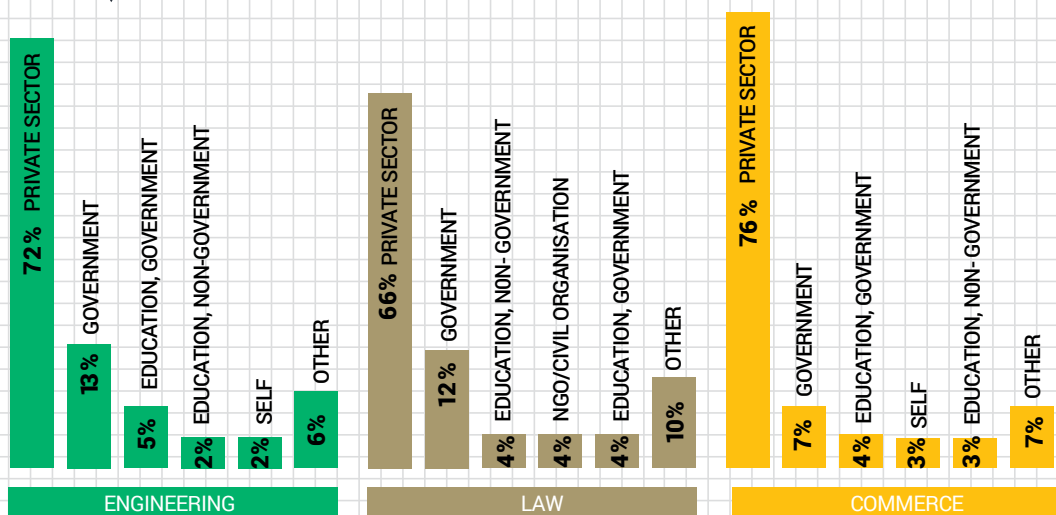
% OF GRADS PER FACULTY



WHERE GRADS ARE NOW



The top sector of employment per faculty (%)



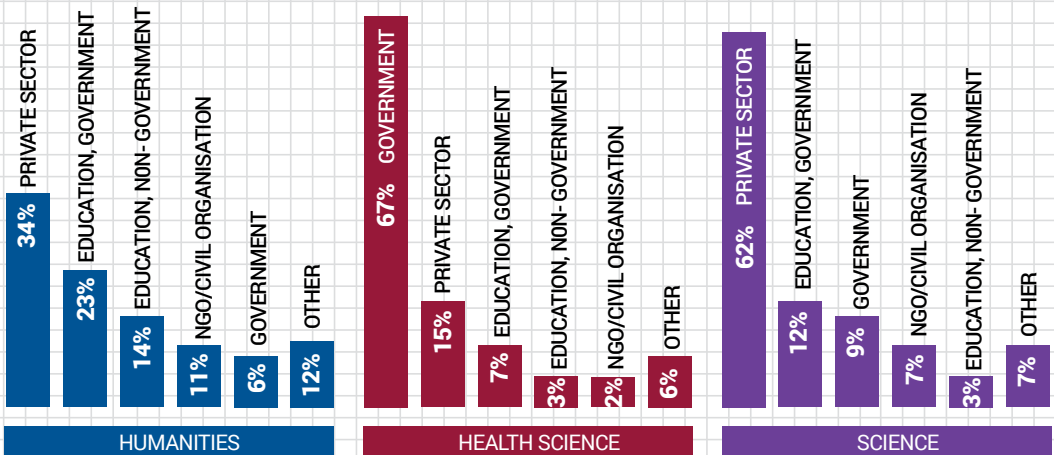
NUMBER OF GRADS WHO COMPLETED THE SURVEY VS TOTAL NUMBER OF GRADS



TOP JOB SEARCH METHODS

- APPROACHED AN EMPLOYER DIRECTLY
- FAMILY/FRIENDS/ACQUAINTANCES
- SOCIAL NETWORK, ONLINE JOB BOARDS

- PART-TIME WORK, VACATION WORK OR INTERNSHIP
- CAREERS SERVICE



New Job, New Work Life

TETLANYO LEKALAKE IS A MARKETING GRADUATE AND CURRENTLY THE MARKETING LEAD FOR THE MIDDLE EAST, AFRICA AND TURKEY AT FACEBOOK IN DUBLIN. SHE SHARES ADVICE ON HOW TO TRANSITION TO YOUR NEW JOB AND WORKING LIFE.



When I left UCT just over five years ago, I was relieved and excited to leave behind the late night studying, the hunts for past papers and, of course, the dreaded exams! What I didn't expect was that the corporate world would be as much of a jungle as it is.

Once an Ikey, always a tiger. That was what they'd say... back in my day. So from tiger to tiger, here are two pieces of advice of how to transition into your first job out of university.

Firstly, find your why

Simon Sinek has thrown a lot of shade at millennials, but he was right on the money with this one. After I got my Bachelor in Business Sciences, I moved abroad to Dublin

to work on the Jameson brand at Irish Distillers Pernod Ricard – my first job out of university. As the Irish would say, “The craic was 90” (translation: It was great fun). I was doing what I loved, working on an iconic brand and getting free Jameson all the time. Who could complain? Me, apparently.

After about a year into the job, I realised I wanted something different. In particular, I wanted a company whose mission and culture I could connect to deeply. So, after about a year, I moved to work for Facebook and I have worked there for nearly four years. After moving to Facebook, I co-founded a non-profit organisation called the African Professional Network of Ireland (APNI). I also co-founded and currently lead the the Dublin chapter of an employee resource group called Black@



DUBLIN

Facebook. This work is done on top of my day job. But, rather than draining me, I find that it actually fuels me. **Get clarity on your passions and purpose. It may take time, but it will be worth it.**

Secondly, stay humble

Resist the urge to try and prove how smart you are. When you enter your first job, happily accept supervision and take your time as you master routine tasks. Observe what matters to the organisation's leadership and how your immediate team operates. And, as you focus on increasing your technical expertise and ability, don't forget to make a conscious effort to build a strong internal network of relationships.

I recently heard Facebook's Vice President for Global Marketing Solutions, Carolyn Everson, say to an audience: "Passion is when you find yourself, purpose is when you lose yourself". And that's my advice in a nutshell.

Discover what you're here on this earth to do, and focus on being of service to others. It's never too soon to begin.



CAPE TOWN

77 **Get clarity on your passions and purpose. It may take time, but it will be worth it"**



Preparing for the transition to work while still a student

INGRID VAN DER MERWE, HEAD, CAREERS ADVISORY AT THE UCT CAREERS SERVICE, GIVES 4 TIPS TO GIVE YOU THE EDGE IN THE STUDENT/WORK TRANSITION.

1. Research organisations

Knowing as much as you can about an organisation will help you to make the adjustment, as well as enhance any job applications you make.

2. Do vac work at organisations you are keen on

Some have formal internships you apply for, but approach them with a cover letter explaining your availability and your keenness to work for them and add your CV. This is how many students secure vac work. This experience gives you an idea of what an organisation is like first hand.

3. Ask employers about the first year of work

Many employers visit campus to give presentations or for expos. Ask them what sort of mistakes new recruits make in their first few months. Forewarned is forearmed!

4. Conduct informational interviewing

Seek out recent graduates on LinkedIn that work for organisations you are eyeing. Ask if you can take them to coffee, or ask some questions electronically, and find out what it is like to work at the organisation and what their challenges are. You'll learn a lot more about a company this way than on a website. Find helpful tips about informational interviewing here: www.careers.uct.ac.za/cs/getting-started

ADVERTORIAL

ARTICLES AT COX YEATS ATTORNEYS

Cox Yeats is a medium sized law firm based in Durban. Non-Durbanites have a misperception that Durban is a slow-paced, easy going holiday town. This is certainly not true for the legal profession there, especially at Cox Yeats.

Make your first application to Cox Yeats Attorneys. I came across Cox Yeats in my first year of studying law and decided to apply for its vacation work programme. I spent a week at the firm, rotating each day between the specialist teams and gaining insight into the life of being a professional at the firm.

After that week, I was hooked. Not only was I certain that I wanted to pursue a career as an attorney, but if I had my way, I was certain that I wanted that career to begin at Cox Yeats.

Working at the firm

As a lawyer at Cox Yeats, you would be just as busy and stimulated as your peers at firms in Johannesburg or Cape Town (plus you will get to work in a building with one of the best sea views in town).

No matter in which team you serve articles, you are sure to learn and grow under the very best attorneys over the two years. You certainly won't spend two years upskilling at the photocopier machine.

Rewards and recognition

Cox Yeats is a firm where you are rewarded and recognised for your hard work, even as a candidate attorney. You are not just a small fish in a large pond of candidate attorneys - you are an individual who is valued by the firm, and who the firm wants to see succeed in the legal profession. Personally, I find it incredibly motivating to work at a firm that is willing to put in the time to help you grow into the very best attorney you can be.

With one full year of articles under my belt, I can proudly say that I have learnt a huge amount and that I have been involved in an array of exciting matters. If you are keen to join us for your articles, submit your application online as soon as possible! If all goes well, I will see you on the other side.



MARIKAH CALO IS A 2ND YEAR CANDIDATE ATTORNEY AT COX YEATS ATTORNEYS.



THE FIRST THREE MONTHS
OF EMPLOYMENT IS USUALLY
A PROBATION PERIOD, BUT
IT ALSO SETS THE TONE
FOR YOUR FUTURE AT
A COMPANY. **SOME**
TIPS FROM CAREERS
ADVISOR AZOLA RALO.

Your first 90 days

Understand your role and responsibilities

Meet your line manager and all other key players to get a better understanding of what your role in the organisation is. Get their detailed input on what they expect from you. Understand how your work fits into the organisation's vision and annual goals.

Meet key roleplayers

Ask for performance expectations

This is so that you can match your pace with the rest of the office. Begin the performance discussion with your line manager early, and continue it on an ongoing basis. Set tasks or milestones for your first 90 days. Ensure they are SMART (Specific, Measurable, Attainable, Realistic, Time bound) goals. Get your supervisor's feedback and buy-in on your 90-day plan to ensure alignment. Also use this time to identify and reflect on your areas of development. At the end of your 90 days, you should have a lot of valuable information that can help develop your annual performance goals.

Check in with your supervisor and ask about your performance

Solicit Feedback and Coaching

Try to have frequent check-ins with your supervisor in the first 90 days. During these check-ins, directly solicit feedback on your performance and ask questions. If one does not already exist at your workplace, create a check-in template to maximise your check-in time.

Set SMART tasks and milestones

Professional Development

As a new employee it is important to assess your new role by identifying your areas of strength and areas of development. Identifying your areas of development allows you to explore which resources you will need for professional development. Use your first 90 days to develop a plan on how you will leverage your strengths and mediate your areas of development to successfully fulfil your obligations in the role.

Leverage your strengths

06

**GRAD
GALLERY**

WWW.GRADUATEGALLERY.UCT.AC.ZA

DATA SCIENCE

DESIGN

TECHNOLOGY

SOCIAL IMPACT



Megan Beckett

Current Position:
Data Scientist,
Exegetic Analytics

TWITTER:
@MBECKETT_ZA

LINKEDIN:
MEGANBECKETT

Previous Positions:

Learning Research and
Analytics, Siyavula

Instructional and Learning
Designer, Siyavula

Public Lead,
Creative Commons
&
Research Fellow,
The Open University

Qualifications:

→ MSc Molecular Biology,
UCT

→ Honours Biochemistry
and Molecular Biology,
UCT

→ BSc Chemical and
Molecular Sciences, UCT

Licenses & Certifications:

DataCamp:
Introduction to Python
for Data Science

Coursera:
Introduction to Interactive
Programming in Python

EdX:
Verified Certificate for
The Analytics Edge

DATA SCIENCE



In what way does your qualifications relate to your work?

Nowadays, it's becoming more and more common to not end up in a field directly related to what you studied. But, there is always a connection, an evolution. Your career does not start with your first job – it starts with what you decide to study. For me, it was Molecular Biology. I completed a Master's degree in Science. I then pursued my interest and passion for Maths and Science education and was able to use my content knowledge and skills in an applied field in developing education technology.

My strong background in research and the scientific method has influenced every part of my work life and career trajectory so far: from how I approach day-to-day tasks, to being continually exploratory in understanding and growing in the field of data science.

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

I see myself as being *scientifically creative and creatively scientific*. As a Data Scientist, I find that you not only need to embrace the scientist aspects of problem solving (analytical and technical skills), but need to be creative in your critical thinking and innovative in your approach to really add value. Learning how to communicate effectively to a wide range of audiences has also been instrumental in my career so far.

How best should students use their time at university to give themselves a competitive edge in your field?

Learn how to learn. Learn how to find resources. This may sound simple, but it's not about what you learn at university but how you learn it. Challenge yourself to think and figure out how you best learn as an individual. As a data scientist in a field that is rapidly evolving, you'll have to be a life-long learner. Embracing this from as early on as possible will set you in good stead. And lastly, be interested in what you are doing.

LEARNING HOW TO COMMUNICATE
EFFECTIVELY TO A WIDE RANGE OF
AUDIENCES HAS BEEN INSTRUMENTAL
IN MY CAREER SO FAR.



DATA SCIENCE

How did you get your current job?

I got my current job through the accumulation of experience from my previous jobs and the knowledge and skills that I have picked up during tertiary education. When applying for a job, you need to identify these skills and, wherever possible, give an example of how you have implemented it practically in the past. These skills and practical implementations should continuously be added to your resume, giving a true reflection of the value you can add to a business.

What are your day-to-day activities?

My day-to-day activities consist of a quick stand up session within an agile team of data scientists each morning, summarising the progress or pitfalls encountered during the previous day's work. This helps us to keep track of the state of projects and learn from one another. There is also a part of my day that I dedicate to research within the framework of the current project.

One needs to be up to date with the latest methods and technologies when implementing solutions, since these will be questioned and analysed after implementation. There are many ways to solve a problem, but you need to be able to justify why a

particular approach is best suited for the problem at hand. Fortunately, I also receive training at work with regards to cloud infrastructure and how to best use these facilities in order to build prediction models.

Do you have any advice for a new graduate entering the world of work?

Do extensive research and, if possible, some internship work at a particular job of interest – even if it requires you to beg a company to let you work for free for a few weeks. This will show you which skills you would need to acquire at university. Speaking to leaders in an industry and maintaining a relationship in order to learn from them is also extremely advantageous.

With regards to data science: build your own repository and explore different models using various datasets. At university you have the time to explore and access to vast resources (lecturers, books, datasets, etc.) – make full use of them. This repository that you have built during university will have practical uses afterwards, and it will help if you do not have any working experience. It could certainly be the centre of discussion during any interview process.

**SPEAKING TO LEADERS IN AN INDUSTRY
AND MAINTAINING A RELATIONSHIP IN
ORDER TO LEARN FROM THEM IS
EXTREMELY ADVANTAGEOUS**

Ashfaaq Mohamed

Current Positions:

Data Scientist,
Datonomy Solutions;
Consultant, Shoprite
Holdings LTD



Previous Positions:

Data Scientist, Praelexis

Quantitative Analyst Intern,
Liberty Group Holdings Ltd

Junior Engineer and Data
Scientist, Eskom

Licenses & Certifications:

Coursera: Machine Learning

South African Institute of
Electrical Engineers

NOSA - Applying Safety,
Health and Environmental
Principles and Procedures in
the workplace

Qualifications:

→ BCom, Financial Analysis and
Portfolio Management, UCT

→ BSc Electrical, Electronics and
Communications Engineering, UCT

LINKEDIN:
ASHFAAQMOHAMED



Tatum Paulsen

Current Position:
UX Designer,
EOH Coastal

LINKEDIN:
TATUM-PAULSEN-
2243212B/

Previous Positions:
Graphic Designer, nlighten
▲
Marketing Assistant,
The Cape Gallery

Qualifications:
→ BA in Fine Art, UCT



Certificates & Short Courses

GetSmarter: User Experience Design
Interaction Design Foundation:
Human-Computer Interaction,
User Experience Design: Beginner's Guide,
Design Thinking: Beginner's Guide
SHAW Academy: Advanced Diploma
Graphic Design

DESIGN

How did you obtain your current position?

Each step has led to the next. I began in a marketing position at an art gallery. I took on the layout design of marketing collateral at a later stage and chose to pursue graphic design as a result. I moved into a full-time graphic design position at a company that develops customer experience strategies in 2017. I was introduced to UX while working in this position. I've had a lot of support navigating my way into UX, and I have recently started a position as a UX Designer, so my journey into UXD has only just begun.

In what way does your qualification relate to your work, whether directly or indirectly?

I have completed short courses in UX Design with GetSmarter and the Interaction Design Foundation, among others. I definitely use these

qualifications more directly than my Fine Art qualification. That being said, studying Fine Art began to enable me to think conceptually and articulate concepts, and those have proven to be valuable skills throughout my development.

In retrospect, what advice can you give to students about how to approach their own career development journeys?

Some people have a clear idea of their career paths (which is great), but for those who don't, the uncertainty can be challenging. Focus on identifying the next step and continuously develop skills. Invest in education to create opportunities and build a support network, which can be particularly valuable in a multidisciplinary environment.

INVEST IN EDUCATION TO CREATE OPPORTUNITIES AND BUILD A SUPPORT NETWORK, WHICH CAN BE PARTICULARLY VALUABLE IN A MULTIDISCIPLINARY ENVIRONMENT.



DESIGN

In what way does your qualification relate to your work, whether directly or indirectly?

I studied International Relations, so directly, it doesn't. But the skills in research and writing provided a solid foundation for me to learn the new skills that I need at work. I also do a fair amount of research on the job as projects are not always related to a field in which I have extensive pre-existing knowledge, so the research and writing sometimes reminds me of studying.

What are your day-to-day activities?

This varies depending on the stage of the project. Many aspects of my work are collaborative, so my days include a mixture of meetings with members of my departmental and project teams and can include

research and writing (which is quite similar to my student days). It also involves building the structure of short courses, designing the content components, and developing the content of the short courses that we offer in collaboration with our university partners.

Do you have any advice for a new graduate entering the world of work?

Do your research, but don't be afraid to ask questions when you genuinely don't know something. There will always be someone who has been around longer than you and those people are usually good sources of information when you are confused.

I DO A FAIR AMOUNT OF RESEARCH ON THE JOB AS PROJECTS ARE NOT ALWAYS RELATED TO A FIELD IN WHICH I HAVE EXTENSIVE PRE-EXISTING KNOWLEDGE, SO THE RESEARCH AND WRITING SOMETIMES REMINDS ME OF STUDYING.

The infographic features a central gear icon surrounded by four orange circular nodes connected by lines. The top node contains a portrait of Anjola Ogunrombi. The left node lists her previous positions. The bottom node lists her qualifications. The right node contains her LinkedIn profile link. The background is white with grey and orange abstract shapes.

Anjola Ogunrombi

Current Position:
Learning Designer,
GetSmarter



Previous Positions:

Teaching Assistant, UCT

▲
Consultant Business
Intelligence, S-RM

▲
Business Intelligence, Crisis
Management and Cyber
Security

▲
Tutor, UCT

LINKEDIN:
ANJOLA-OGUNROMBI-
78B87279/

Qualifications:

→ Masters SocSci, International
Relations, UCT

→ Honours International
Relations and Affairs, UCT

→ BA International
Relations and Politics, UCT



TECHNOLOGY

How did you get your current job?

As part of the BCom Information Systems programme, we have a Software Development (SD) project in which we work closely with industry sponsors. My team's industry sponsor liked my work ethic and took me on as a Junior Software Developer after the end of this project. After building some skills, I decided to join a local start-up. I am currently working for a Fortune 500 enterprise.

What are your day-to-day activities?

I start my mornings by sending progress updates and responding to emails and customer queries. I then check in with the engineering leads to find out how we are tracking and uncover any blockers. In the afternoons I plan the future of our product in terms of people, purpose and process. In the evenings I communicate via video call with the broader parts of the organisation (not based in Cape Town).

Do you have any advice for a new graduate entering the world of work?

There are a few things you can easily practice in varsity that can propel your skills development.

- Being on time makes you a person that can be counted on. Try be on time for everything you do for at least 30 days.
- Prepare for meetings or work groups. This will make you cover ground quicker and, in many cases, you will be ahead of schedule.
- If you don't know, ask. If you can get comfortable with asking questions now, you will excel in the future.
- Listen more than you speak. Listening to different points of view is one of the good ways to becoming knowledgeable about something.

BEING ON TIME MAKES YOU A PERSON THAT CAN BE COUNTED ON. TRY BE ON TIME FOR EVERYTHING YOU DO FOR AT LEAST 30 DAYS.

**Steven
Mugerwa**

Current Position:
Product Manager:
Aruba, HPE

**Previous
Positions:**

Software Engineer, YOCO

Co-founder and Technology Partner,
Bora Growth Partners

Mobile Developer, New Media Labs

User Experience Intern, Flow
Interactive

Information Systems Tutor, UCT

Helpdesk Consultant, ICTS UCT

Co-founder and Business
Development, Green Backlight

**Certificates &
Short Courses**

Coursera: Foundations of
Objective-C App Development

Qualifications:

→ BCom Information Systems,
UCT



Simone Barnes

Current Position:
Scrum Master, DVT

LINKEDIN:
SIMONE-BARNES-CSM-
2A6A1666/

Previous Positions:

Organisational Development
Practitioner, Western Cape
Government

HR Administrator, Alacrity

Qualifications:

- Honours, Clinical Psychology, UNISA
- BA Soc.Sci. Organisational and Clinical Psychology, UCT



Certificates & Short Courses

USB: Certificate in Project Management
for Strategic Advantage

Agile 42:
Scrum Master Certification

TECHNOLOGY



What does a Scrum Master do?

What I do has nothing to do with rugby. As a Scrum Master I use Agile methodology to support technology product owners, lead developers and project managers in visualising progress, creating a transparent product backlog and maximising the project output.

In what way does your qualification(s) relate to your work, whether directly or indirectly?

A Social Science degree sets the foundation for any role you might play, both professionally and personally. Humanities opens doors to theoretical learning and self-exploration in relation to coursework. Professionally, it contributes to how I interact with those around me and gives me insight into how my interaction with my teams encourages high performance.

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

Soft skills are essential for a progressive, forward-thinking workplace. Because of my degree in Social Science, I find that skills like adaptability, analytical thinking, collaboration and leadership (based on a passion for understanding people) has become second nature for me.

With the rise of AI, businesses require a human touch, empathic communication, creativity and critical thinking as they cannot be easily replaced. It's important to undertake a degree in a faculty that caters to professions which have not even been created yet.

How best should students use their time at university to give themselves a competitive edge in your field?

Be consistent, persistent, bold and brave. As a Social Science major, you have personal skills that are indispensable. Neville Isdel – previous CEO and one of the most influential leaders of Coca-Cola – is a former Social Work graduate who claims to owe much of his success to the personal and interactive skills learnt through his degree.

Use your time to network. Never fear venturing beyond what you think you are capable of. Going from being a Public Servant for the Western Cape Government to recently settling in a Scrum Master role, I'm evidence that anything is possible.

**USE YOUR TIME TO NETWORK. NEVER
FEAR VENTURING BEYOND WHAT YOU
THINK YOU ARE CAPABLE OF.**



Zander Venter

Current Position:
Spatial Ecologist and
Researcher, Norwegian
Institute for Nature
Research

LINKEDIN:
ZANDER-VENTER-
12A4A8A5/

Previous Positions:

Freelance Organic Inspector

▲
Researcher and Script Writer,
50/50 Human | Nature

▲
Teaching Assistant, Wits

▲
Farmers Assistant, The Field
Raspberry Farm

Qualifications:

PhD Candidate, UCT

→ MSc Sustainable Agriculture,
SU

→ BSc Honours Environmental
Science, Wits

→ BSc Environmental Science,
Wits



Certificates & Licences

esri: ArcGIS

SOCIAL IMPACT



How did you obtain your current position?

I built up my CV during my postgraduate studies through part time consulting work as a data analyst. I found clients by networking, emailing relevant companies and phoning key competitors in the field to get advice – I was really putting myself out there.

What are your day-to-day activities?

I answer environmental research questions for clients in government, industry and the private sector. Day-to-day activities mostly involve fun with data: collecting it, gathering it, cleaning it, analysing it, visualising it, and communicating it through various medias. I also take part in collaborations and discussions about creative ways to solve research problems.

How best should students use their time at university to give themselves a competitive edge in your field?

Become a jack of all trades instead of mastering one. Spend less time trying to become an expert by gathering loads of information on one specific field and spend more time learning a variety of skills that will allow you to synthesise information from any field and apply it to solving a problem. Develop your portfolio (not just your CV). Start a blog, compete in data science competitions, make data art and post it to Instagram – do anything to develop your brand.

Do you have any advice for a new graduate entering the world of work?

Be ambitious and radical in your job search. Don't apply to job listings with a generic copy-paste email body and the same CV. Spend time tailoring your CV and cover letter to the specific job. Phone CEOs, arrange meetings and walk into the offices of companies you want to work at – network!

SPEND LESS TIME TRYING TO BECOME AN EXPERT BY GATHERING LOADS OF INFORMATION ON ONE SPECIFIC FIELD AND SPEND MORE TIME LEARNING A VARIETY OF SKILLS...



SOCIAL IMPACT

How did you secure your internship?

The opportunity for my internship arose when I joined UNASA UCT and volunteered as a tutor for the South African Schools Model United Nations (SASMUN). I was incredibly involved with the conference on the day, and as a result the secretary general of the UNASA national office approached me and asked whether I would want to work for them at a national level.

I proceeded to go through an interview process and submitted my CV and Cover Letter, after which I was accepted.

What were your day-to-day activities?

My day-to-day activities include contacting schools and asking them whether they would be interested in being part of the Model United Nations South Africa.

I also go to various schools in Cape Town and tell them about the benefits of being part of SASMUN.

What advice do you have for students on how to maximise their time at university to prepare for the world of work?

I definitely think it is necessary for students to build up their speaking skills before they enter the working world. The working world requires you to interact with a number of people who all approach situations differently. If you have worked on your confidence and speaking skills, you will be better equipped to interact with each situation in a mature manner and navigate the working world more comfortably.

WHEN YOU WORK ON YOUR CONFIDENCE AND YOUR SPEAKING SKILLS IT ALLOWS YOU TO INTERACT WITH EACH SITUATION IN A MATURE MANNER AND NAVIGATE THE WORKING WORLD MORE EASILY.

Priyanka Naik

2018 Intern United Nations of South Africa



Qualifications:

- Honours, Geographical and Environmental Science
- BA Soc.Sci, Politics and Environmental Geographical Science

Activities & Societies

Executive Committee
UNASA UCT Chapter

SHAWCO

LINKEDIN:
PRIYANKA-NAIK-
697B24154/

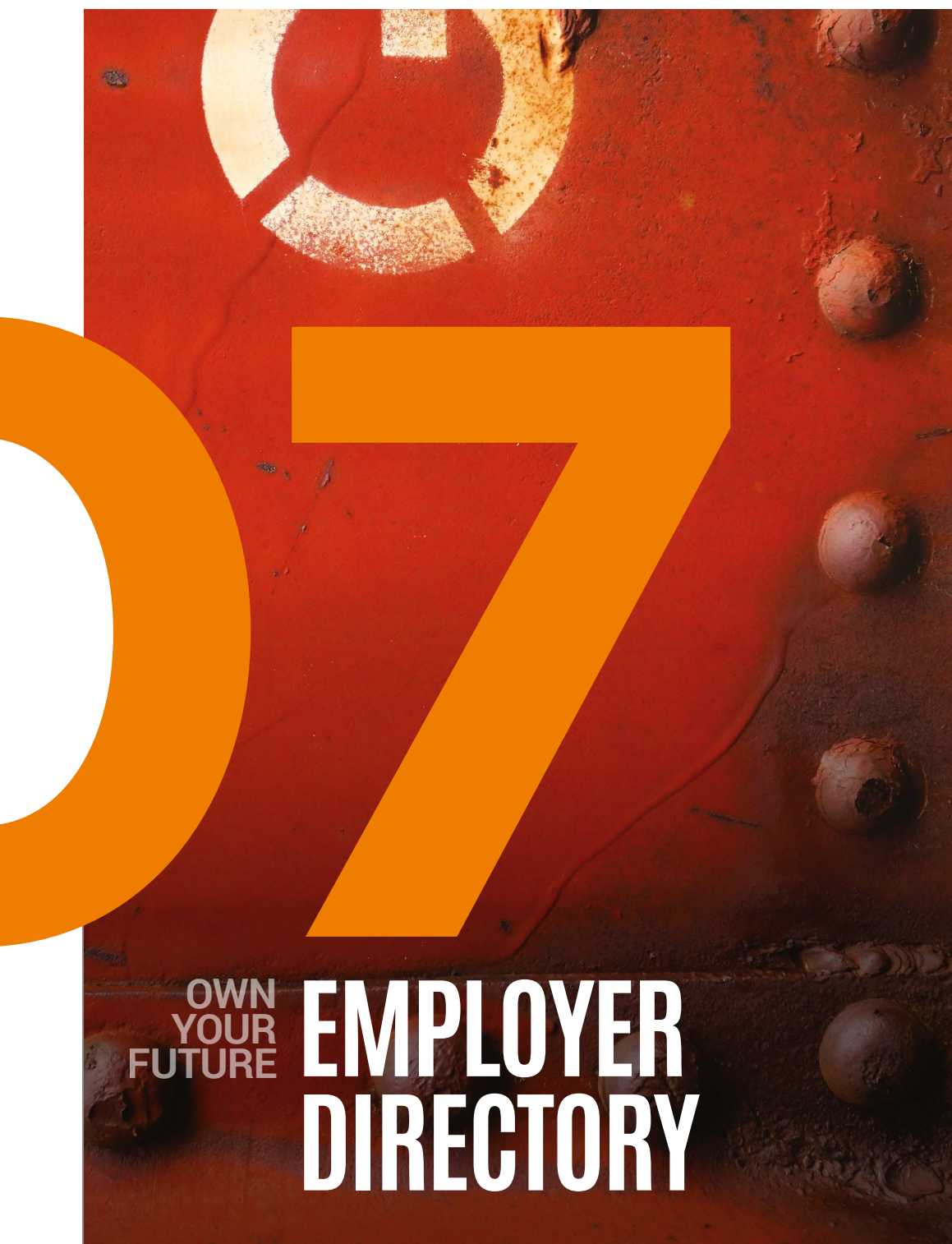


Photo by Larry Costales on Unsplash

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.

Accenture South Africa

Accenture is a global management consulting and professional services firm that provides strategy, consulting, digital, technology and operations services. A Fortune 500 global company listed on the New York Stock Exchange. Serving clients in more than 200 cities and 120 countries. Our current clients include 95 of the Fortune Global 100 companies.

WHO WE ARE LOOKING FOR

Accenture offers a top graduate training programme and we are looking for the best graduates across the facilities who consider themselves to be enthusiasts to help shape the future of business in Africa. Challenge yourself with future-centric work.

HOW TO APPLY

Please submit your CV and transcripts online or via LinkedIn.

Types of jobs

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Opportunities on offer

Bursary/Scholarship
Graduate Opportunity

Website:

www.accenture.com



Apply at

www.accenture.com/za-en/careers

Closing date for applications

30 September 2019

SA Citizenship required?

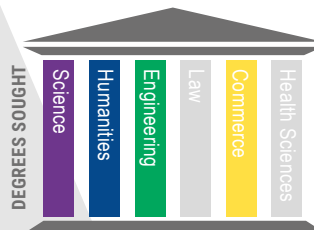
Yes

Which countries can apply?

South Africa

Location(s)

Johannesburg





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7 consecutive years

#1

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Professional Services
in South Africa

#2

Top Employer
in South Africa

ACI Worldwide

Join Us as We Make Possibilities Happen. Every action we take as ACI redefines what's possible. As Innovators, we Envision possibilities. As Developers, we Build possibilities. As Leaders, we Empower possibilities. At ACI, we're not just driving payments at the speed of change, we're Making Possibilities Happen. Our people are the core of our business. Our ACI team represents a globally diverse, passionate and dedicated group of thousands of individuals around the world who share a common commitment to making our customers successful by driving the future of payments.

WHO WE ARE LOOKING FOR

A Bachelor's degree in computer science or related field or equivalent software development experience. Core Java development experience. Experience in one of the following database platforms: SQL Server / My SQL / DB2 / Oracle.

HOW TO APPLY

E-mail nikki.blaser@aciworldwide.com to set up a chat about our roles, or submit your CV so we can get a feel for your story so far.

Types of jobs

Java Software Engineers

? Opportunities on offer

Vacation/Internship
Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)



Website:

www.aciworldwide.com



Apply at

www.aciworldwide.com

Closing date for applications

18 December 2019

SA Citizenship required?

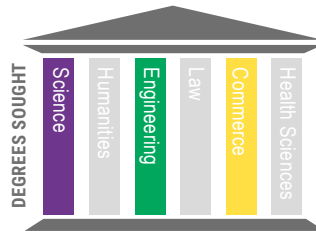
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town



Adams & Adams

Adams & Adams is a leading intellectual property law firm in South Africa, recognised internationally for its legal expertise in all forms of intellectual property law, as well as specialist teams that focus on commercial and property law litigation.

WHO WE ARE LOOKING FOR

Candidates with a BCom Law, BA Law, LLB, BAccLLB. We look for candidates with good and consistent academic results, leadership experience and who partake in community service.

HOW TO APPLY

Apply online and be sure that you have the following documents ready: a compelling motivational letter; latest comprehensive CV; senior certificate; full/ up-to-date academic transcripts; best assignment of the year (marked only) and two character references.

Types of jobs

Candidate Attorney - Legal

? Opportunities on offer

Bursary/Scholarship
Vacation/Internship
Graduate Opportunity

Expo dates

Law Expo (6 May 2019)



Website:

www.adamsadams.com



Apply at

www.adamsadams.com/careers/graduate-recruitment

Closing date for applications

31 December 2019

SA Citizenship required?

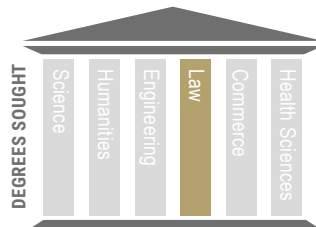
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town, Durban, Johannesburg, Pretoria





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www.adamsadams.com

ATTORNEYS

Adams & Adams

Afrizan Cadet Academy

Afrizan Cadet Academy – helping to empower and unlock the potential of unemployed graduates and school leavers. Afrizan provides permanent employment to high calibre equity graduates and school leavers. Afrizan currently offers work readiness training and is in the process of developing skills training.

WHO WE ARE LOOKING FOR

Talented Equity Graduates & School Leavers.

HOW TO APPLY

Please submit your CV and academic transcripts to makayla@afrizan.co.za or contact 021 418 1787.

Types of jobs

Banking, Finance, IT, HR

? Opportunities on offer

Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)

Website:

www.afrizan.co.za/cadetacademy/



Apply at

www.afrizan.co.za/app/CadetAcademy/register

Closing date for applications

01 December 2019

SA Citizenship required?

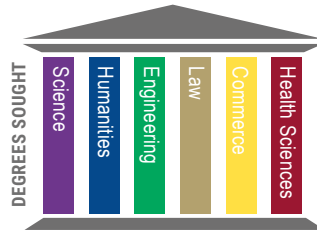
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town, Johannesburg



Agis Holdings

Agis is a boutique management consulting and investment firm, based in Johannesburg. Through Agis Strategy, we help clients achieve their aspirations by crafting bespoke strategies and enhancing performance with creativity and analytical rigour. Agis Investments combines strategy advice, growth capital, and operational support to create value for clients and investors focused on Africa, and invests in SMEs with its own funds. Agis helps clients drive long term, sustainable growth by combining clients' distinctive know-how with its own wide-ranging experience.

WHO WE ARE LOOKING FOR

We are looking for candidates with strong academics at both high school and university levels. Candidates must show strong analytical ability through their academic history. Candidates should have an interest in both management consulting and finance.

HOW TO APPLY

Submit the following documents: CV, Cover Letter, Transcripts and Matric Certificate to recruiting@agis-investments.com.

Types of jobs

Management Consulting, Finance, Analyst

? Opportunities on offer

Vacation/Internship

Graduate Opportunity



Website:

www.agis-holdings.co.za

Apply at

www.agis-holdings.co.za/careers/

Closing date for applications

31 December 2019

SA Citizenship required?

Yes

Which countries can apply?

South Africa

Location(s)

Johannesburg



Allan Gray Pty Ltd

Established in South Africa and investing on behalf of clients since 1974, Allan Gray has grown to become Africa's largest privately owned investment management company. Our purpose is to help our investors build wealth over the long term. We seek to earn the trust of our clients by providing superior long-term investment performance, outstanding client service and holding ourselves to the highest ethical standards.

WHO WE ARE LOOKING FOR

We accept applications from all disciplines: Commerce, Accounting, Humanities, Science, Mathematics, Information technology.

HOW TO APPLY

You can apply by visiting the Allan Gray Careers site <https://www.allangray.co.za/careers/vacancies>, and uploading your CV, motivation letter, matric certificate and full tertiary academic transcripts.

Types of jobs

Finance, IT

? Opportunities on offer

Vacation/Internship
Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)

ALLAN GRAY

Website:

www.allangray.co.za



Apply at

www.allangray.co.za/careers/vacancies

Closing date for applications

14 August 2019

SA Citizenship required?

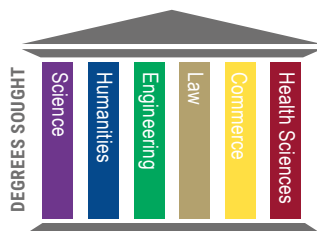
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town



Amazon Development Centre

Amazon Web Services is a subsidiary of Amazon that provides on-demand cloud computing platforms to individuals, companies and governments, on a paid subscription basis. The technology allows subscribers to have at their disposal a virtual cluster of computers, available all the time, through the Internet.

WHO WE ARE LOOKING FOR

Computer Science, Information Technology, Big Data Analytics, Electrical engineering, Computer engineering, Information Systems, Networking.

HOW TO APPLY

Candidates can apply online using the following link <https://www.amazon.jobs/en> and looking for Intern Software Development Engineer / Graduate Software Development Engineer/Graduate Cloud Support Associate position.

Types of jobs

IT/Software engineering/ Recruitment

? Opportunities on offer

Bursary/Scholarship
Vacation/Internship
Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)



Website:

www.amazon.jobs/en



Apply at

www.amazon.jobs/en

Closing date for applications

30 November 2019

SA Citizenship required?

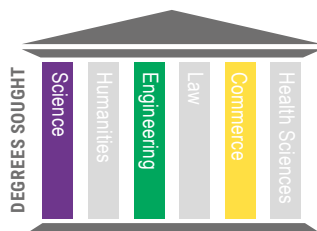
Yes

Which countries can apply?

South Africa

Location(s)

South Africa



Anglo American

Anglo American is a leading global mining company and our products are the essential ingredients in almost every aspect of modern life. Our portfolio of world-class competitive mining operations and undeveloped resources provides the metals and minerals that enable a cleaner, more electrified world and that meet the fast growing consumer-driven demands of the world's developed and maturing economies. We are a responsible miner – of diamonds (through De Beers), copper, platinum group metals, iron ore, coal and nickel. With our people at the heart of our business, Anglo American is re-imagining mining to improve people's lives.

WHO WE ARE LOOKING FOR

Candidates must have a 4-year degree or post graduate studies in disciplines relevant to the mining industry. Individuals must have drive, ambition and a passion for new challenges. Must be team players with strong leadership potential.

HOW TO APPLY

Please apply online.

Types of jobs

Engineering (all sub-disciplines), Commerce, Data Science, HR and other mining related disciplines such as Geology, Safety and Sustainability and Environmental

? Opportunities on offer

Graduate Opportunity



Website:

www.angloamerican.com

i Apply at

www.angloamerican.com

Closing date for applications

31 July 2019

SA Citizenship required?

No

Which countries can apply?

South Africa

Location(s)

Globally



Auditor General of South Africa



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

WHO WE ARE LOOKING FOR

Candidates currently completing PGDA.

HOW TO APPLY

Please apply online www.agsa.co.za.

Types of jobs

Trainee Auditor Articles

? Opportunities on offer

Bursary/Scholarship
Vacation/Internship
Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)

Website:

www.agsa.co.za

i Apply at

www.agsa.co.za

Closing date for applications

31 October 2019

SA Citizenship required?

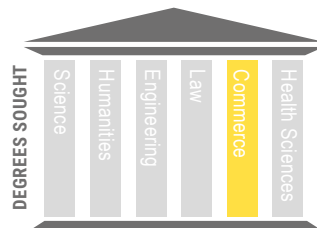
Yes

Which countries can apply?

South Africa

Location(s)

South Africa



WORLD CHANGERS WANTED

BAIN & COMPANY 

3 DAY BAIN ACCELERATE EXPERIENCE

2ND, 3RD AND 4TH YEARS

Experience Bain's award winning culture and first class training over 3 days in our Johannesburg office over your university vacation. Build leadership and problem solving skills in a fun, supportive, high performance environment.



ASSOCIATE CONSULTANT FULL TIME

FINAL YEARS

Make an impact from day one with global training, continuous professional development and new skills – while making a difference in our world and helping companies achieve breakthrough results.

We also offer:

- CA(SA) training
- Actuarial sponsorship



APPLICATION DEADLINE: 18 AUGUST 2019

WHO IS BAIN

Bain & Company is one of the world's leading global management consulting firms with 57 offices worldwide in 36 countries. We work with clients across the world on issues relating to strategy, operations, technology, organisation design, private equity and mergers & acquisitions.

We have won numerous awards for our supportive culture and world class training!



BAINWORKS, BARCELONA

3RD, 4TH AND FINAL YEARS

Join Bain & Company for a weekend in Spain and experience consulting first hand. Network with students from around the world as well as Bain senior consultants. We are looking for university students from any degree or discipline.

Apply via:

www.bain.com/careers/events/bainworks.aspx
Bainworks applications should specify "BAINWORKS 2019" in the reference line



APPLICATION

To apply please visit www.bain.com/careers

Submit

- 2-page CV or resume
- 1-page motivational letter
- Full academic transcripts (unofficial transcript accepted)
- Matric results
- ID/Passport copy



Bain & Company

Bain and Company is a leading global management consulting firm. We work with clients on issues relating to strategy, operations, technology, organisation design, private equity and mergers and acquisitions in 56 offices across 36 countries worldwide. We work with CEOs and senior management teams to help them outperform the competition; generating a substantial, lasting financial impact. We aim to deliver true results through practical outcomes.

WHO WE ARE LOOKING FOR

We are looking for graduates with strong academics across any degree discipline. With strong analytics and numeracy skills as well as innovative and strategic thinking qualities; must be resilient.

HOW TO APPLY

Submit: 2 page CV or resume and motivational letter, Academic transcripts and matric results, A copy of your ID/passport. Select office preference(s) Johannesburg, South Africa or Lagos, Nigeria.

Types of jobs

Management Consulting



Opportunities on offer

Vacation/Internship
Graduate Opportunity

Expo dates

Accounting Expo (24 July 2019)
Epic Job Expo (7 August 2019)

BAIN & COMPANY

Website:

www.bain.com/careers



Apply at

www.bain.com/careers/

Closing date for applications

18 August 2019

SA Citizenship required?

No

Which countries can apply?

South Africa

Location(s)

Johannesburg



Baker McKenzie

We are The New Lawyers. Lawyers who collaborate across borders, markets & industries around the globe to solve our clients' most complex problems. Baker McKenzie presents a unique working environment that will leave graduates not just amazed, but law-struck, by the quality of the work we offer, the breadth of our international opportunities, our relentless desire to be the most diverse law firm out there & our friendly & collegiate approach to the way we work. One of the very first Global firms. You'll find the best work here, along with a wide variety of practice areas & an impressive range of international opportunities & training.

WHO WE ARE LOOKING FOR

LLB, BCom Law, BA Law, BSocSci LLB. While academic results are very important, that is not all we consider. We are looking for well-rounded candidates, so involvement in sport, community or other extra-curricular activities will stand you in good stead.

HOW TO APPLY

Please apply online and ensure you include most recent academic results, matric results and motivational letter.

Types of jobs

Vacation Programme & Articles 2021/2022



Opportunities on offer

Vacation/Internship

Expo dates

Law Expo (6 May 2019)

Baker McKenzie.

Website:

www.bakermckenzie.com/en/



Apply at

www.bakermckenzie.com/en/johannesburgcandidateattorney2022

Closing date for applications

10 May 2019

SA Citizenship required?

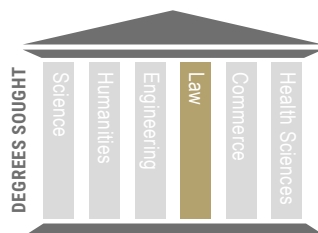
No

Which countries can apply?

South Africa

Location(s)

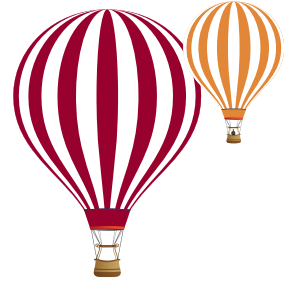
Johannesburg



#bdobuilds



Audit • Advisory • Tax



At BDO, we invest in our people to help them grow, both professionally and personally.

“At BDO, we invest in our people to help them grow, both professionally and personally. The foundation of our business is strong relationships - with colleagues, clients and other stakeholders and we work hard every day to make this a reality.

We create unlimited growth by giving our people continuous opportunities and our client's unparalleled support.

So, if you're looking to work for one of the world's leading professional services firm, BDO should be your first choice.”



DURBAN | CAPE TOWN | JOHANNESBURG | PORT ELIZABETH | PRETORIA | ROODEPOORT | STELLENBOSCH



/bdograduates



/company/
bdo-south-africa



/bdograds



/bdosouthafrica

www.bdo.co.za/careers



BDO

#BDObuilds Your Career. BDO South Africa is a member firm of BDO Global, which provides audit, tax and advisory services in 152 countries, with over 73,000 people working from over 1,500 offices. Locally, we have some 1,000 staff across our seven offices around the country, namely in Cape Town, Pretoria, Port Elizabeth, Johannesburg and Durban. Thanks to their skills and experience, our people are trusted to deliver the quality of service that our clients expect from a leading global professional services firm. At BDO, we believe in investing in our people to help them grow, both professionally and personally.

WHO WE ARE LOOKING FOR

Studying on the path to becoming a CA (SA) or SAIPA trainee. We look for candidates who display leadership skills, are good problem solvers, can work well in a team and are able to communicate effectively.

HOW TO APPLY

Please submit a copy of your CV, ID and latest academic results on the BDO career portal.

Types of jobs

SAICA & SAIPA Training contracts

? Opportunities on offer

Bursary/Scholarship
Vacation/Internship
Graduate Opportunity

Expo dates

Accounting Expo (24 July 2019)
Epic Job Expo (7 August 2019)



Website:

www.bdo.co.za/en-za/careers/student-careers



Apply at

www.bdo.co.za/en-za/careers/student-careers

Closing date for applications

31 December 2019

SA Citizenship required?

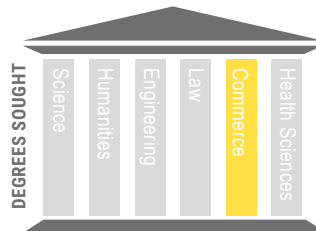
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town, Durban, Johannesburg, Pretoria, Port Elizabeth



Boston Consulting Group

Boston Consulting Group (BCG) is a global management consulting firm and the world's leading adviser on business strategy. We partner with clients from the private, public, and not-for-profit sectors in all regions to identify their highest-value opportunities, address their most critical challenges, and transform their enterprises. Founded in 1963, BCG is a private company with offices in more than 90 cities in 50 countries. BCG's presence in Africa includes four permanent offices in Casablanca, Lagos, Luanda, and Johannesburg, 7 research centres and over 100 consultants across the continent.

WHO WE ARE LOOKING FOR

BCG looks for candidates with strong analytical skills, creativity, initiative, structured thinking abilities, good listening skills and the ability to work in teams and adapt to different situations. Case interviews are used. All degree's welcome!

HOW TO APPLY

Apply online with your CV, 1 page cover letter (motivation for BCG and consulting), all university transcripts and matric (or the equivalent school leaving) marks.

Types of jobs

Junior Associate, Associate and Consultant positions available

? Opportunities on offer

Vacation/Internship
Graduate Opportunity



Expo dates

Epic Job Expo (7 August 2019)

Website:

www.bcg.com



Apply at

<https://talent.bcg.com/apply>

Closing date for applications

31 December 2019

SA Citizenship required?

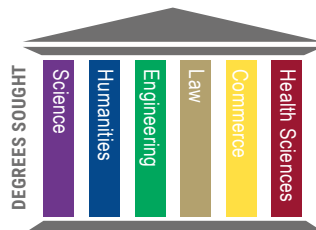
No

Which countries can apply?

South Africa

Location(s)

Johannesburg





THE BOSTON CONSULTING GROUP

JOIN US FOR A CAREER IN CONSULTING APPLY NOW

INTERNSHIPS AND FULL-TIME OPPORTUNITIES

As the world's leading advisor on business strategy, The Boston Consulting Group (BCG) pioneers ideas that drive sustained advantage for clients, industries, and society. BCG offers great career opportunities to students in all faculties. To apply, please submit your CV, cover letter, matric marks and university transcripts at

WWW.BCG.COM/CAREERS

BUILD. CONNECT. GROW. BCG.COM/CAREERS

British American Tobacco

British American Tobacco is one of the world's leading consumer goods companies, providing tobacco and nicotine products to millions of consumers around the world. BATSA is the 2nd largest JSE listed company and a committed partner to South Africa's socio-economic transformation agenda. We procure over 90% of all local tobacco leaf; support the development of black tobacco farmers and manufacture locally through our state-of-the-art factory in Heidelberg. As a multicultural organization we harness the diversity of our people, brands and markets to strengthen our business. We strive to do the right thing, exercising our responsibility to society

WHO WE ARE LOOKING FOR

We are looking for graduates with high performance academic records in business related disciplines with majors in Finance, Marketing or Engineering. Strong analytical and numeracy skills as well as leadership demonstrated through extra-curricular activities.

HOW TO APPLY

Visit the BAT careers website via the attached link Search for Graduate vacancies in South Africa Create an account Develop a candidate profile Upload your resume and apply.

Types of jobs

Finance, Sales, Marketing, Regulatory Affairs

Opportunities on offer

Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)



Website:

www.bat.com



Apply at

www.bat.com/group/sites/uk_9d9kcy.nsf/vwPagesWebLive/D052AFV2

Closing date for applications

30 April 2019

SA Citizenship required?

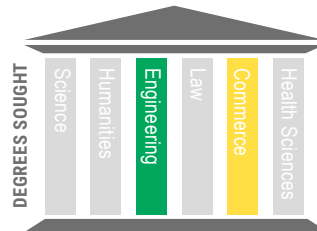
No

Which countries can apply?

Angola, Mozambique, South Africa

Location(s)

Angola, Cape Town, Mozambique, Pretoria



CFA Society South Africa

CFA Society South Africa promotes ethical and professional standards within the investment industry, encourages professional development through the CFA Programme, and facilitates the open exchange of information and opinions. Administered by CFA Institute, the Chartered Financial Analyst® (CFA®) Programme is a graduate-level, self-study curriculum and examination programme for investment specialists. Established in 1962, the CFA Programme sets the global standard for investment knowledge, standards, and ethics. Earning the credential can serve as a passport to entry or advancement within the investment profession around the world.

WHO WE ARE LOOKING FOR

A Bachelor's or be in the final year of your Bachelor's degree programme or 4 years of qualified, professional work experience (does not need to be financial) or combination of work experience & education totals at least four years.

HOW TO APPLY

Enroll on the CFA Institute website - www.cfainstitute.org

Types of jobs

Finance and Investment Industry



Opportunities on offer

Bursary/Scholarship

Expo dates

Epic Job Expo (7 August 2019)



Website:

www.cfa.ac.za



Apply at

www.cfainstitute.org

Closing date for applications

31 December 2019

SA Citizenship required?

No

Which countries can apply?

Globally

Location(s)

South Africa



THE CFA PROGRAM

Achieve the highest distinction in the investment management profession—the CFA® designation

The Chartered Financial Analyst (CFA®) Program helps you capitalize on your strengths, supercharging your education and work experience into a charter that will tell the world you have the skills necessary to compete and excel in today's complex and evolving investment industry. The CFA charter is the gold standard for the investment industry. Charterholders enjoy a mark of distinction throughout the world.

The CFA Program provides the strongest foundation in advanced investment, analysis, and real-world portfolio management skills for a career advantage that you will use at all stages of your career. This globally recognized, graduate-level credential is held by over 150,000 professionals across 163 countries.

Top Five Global Charterholder Roles

Job Titles

- 1) Portfolio Manager
- 2) Research Analyst
- 3) Chief Level Executive
- 4) Consultant
- 5) Risk Manager

Practice Types

- 1) Equities
- 2) Fixed Income
- 3) Private Equity
- 4) Derivatives
- 5) Real Estate

The Value of the Charter



A powerful global network of top industry professionals



A recognized commitment to ethics and professionalism



Real-world skills for making complex investment decisions

"You can hire people with an MBA, but you don't necessarily know that one MBA is the same as another MBA, whereas if you hire investment professionals with a CFA [designation], you absolutely have confidence at the level of qualification."

Jenny Johnson
Franklin Templeton CIO/President



Recognized and welcomed by markets and employers globally



Fluency in both practical investment analysis and management skills



Access to career advancing tools and education

For more information visit

<https://www.cfainstitute.org/en/programs/cfa> or contact

CFA Society South Africa for local CFA Programme candidate support info@cfa.ac.za

Citi

Citi is one of the world's largest financial services organisations and is a leader in numerous financial markets and banking products. Our 230,000 employees operate in 160 countries worldwide and manage over US\$2.0 trillion in assets. Citi is the largest foreign bank in South Africa and offers a broad suite of products and services including investment banking, corporate banking, markets and security services, research, treasury and trade solutions, operations and technology and other global functions. We are pleased to offer a diverse range of graduate opportunities at our office in Sandton, Johannesburg.

WHO WE ARE LOOKING FOR

Strong work ethic and desire to learn. A keen interest in financial markets and current affairs is critical. We value diverse thinking and strong academic record at both Matric and University level is important.

HOW TO APPLY

Formal application will still need to be made online when programmes open at oncampus.citi.com.

Types of jobs

Banking, Finance, HR, IT

? Opportunities on offer

Vacation/Internship
Graduate Opportunity



Website:

www.citi.me/2TiZrBd



Apply at

oncampus.citi.com

Closing date for applications

1 November 2019

SA Citizenship required?

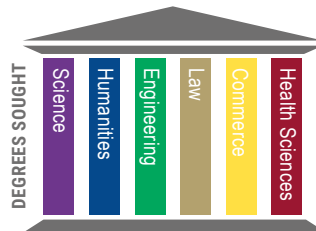
Yes

Which countries can apply?

South Africa

Location(s)

Johannesburg



Cliffe Dekker Hofmeyr

At Cliffe Dekker Hofmeyr (CDH) we believe the right partnership can lead to great things. The partnerships we cherish and value most are those we have forged through time and experience with our clients and, of course, our people. We are a full service law firm - one of the largest business law firms in South Africa, with more than 350 lawyers and a track record spanning over 165 years.

WHO WE ARE LOOKING FOR

We are looking for candidates with a qualification in law (preference is not attached to any type of law degree). We are looking for candidates we can consider as "all rounders".

HOW TO APPLY

Kindly submit your application online.

Types of jobs

Practical Vocational Training

? Opportunities on offer

Bursary/Scholarship
Vacation/Internship
Graduate Opportunity

Expo dates

Law Expo (6 May 2019)

Website:

www.cliffedekkerhofmeyr.com



Apply at

www.apply4law.co.za

Closing date for applications

31 December 2019

SA Citizenship required?

Yes

Which countries can apply?

South Africa

Location(s)

Cape Town, Johannesburg



Clyde & Co

We are South Africa's leading insurance firm and are also highly regarded for our expertise and experience in infrastructure and dispute resolution. As the leading insurance and legal liability practice in South Africa, we advise domestic and international clients across all lines of insurance and reinsurance.

WHO WE ARE LOOKING FOR

LLB Graduates with exceptional academic achievements.

HOW TO APPLY

Send a copy of CV, academic transcripts and motivation letter to graduatessa@clydeco.com.

Types of jobs

Candidate Attorney

? Opportunities on offer

Vacation/Internship

Graduate Opportunity

Expo dates

Law Expo (6 May 2019)

Website:

www.clydeco.co.za

CLYDE&CO

i Apply at

www.clydeco.com

Closing date for applications

31 October 2019

SA Citizenship required?

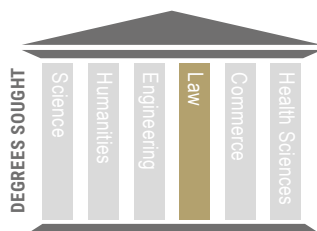
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town, Johannesburg



Cognia Law

Cognia Law is a next generation legal service provider to corporations and law firms. Our technology-augmented resourcing services free legal and compliance departments to concentrate on higher value work and enable law firms to build broader price competitive offerings. The key to success is our people – not only do we retain the best legal talent but focus on enabling our lawyers to realize their full potential.

WHO WE ARE LOOKING FOR

The candidate's responsibilities will generally relate to data collection, data management, and document review. The candidate will receive training so prior work experience is not a requirement.

HOW TO APPLY

Please submit your CV and cover letter to recruitment@cognialaw.com.

Please include your full academic transcripts.

Types of jobs

Legal Graduate Programme

? Opportunities on offer

Graduate Opportunity

Expo dates

Law Expo (6 May 2019)

Website:

www.cognialaw.com



i Apply at

www.cognialaw.com

Closing date for applications

28 June 2019

SA Citizenship required?

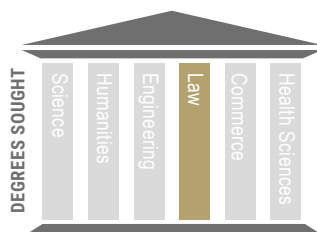
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town



Cox Yeats Attorneys

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

WHO WE ARE LOOKING FOR

We're looking for bright, confident and ambitious graduates to join us in offering tailor-made legal solutions of the highest standard. We invite top second year students to apply for vacation work in 2019/2020 or articles in 2021/2022.

HOW TO APPLY

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

Types of jobs

A career in Law



Opportunities on offer

Vacation/Internship
Graduate Opportunity

Expo dates

Law Expo (6 May 2019)



Website:

www.coxyeats.co.za



Apply at

www.coxyeats.co.za

Closing date for applications

31 August 2019

SA Citizenship required?

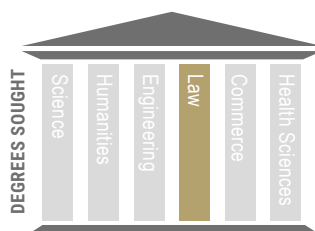
Yes

Which countries can apply?

South Africa

Location(s)

Durban



Crowe HZK

Crowe is ranked in the top 10 Auditing groups worldwide, we prefer to let the quality of service delivery dictate the size of our localized firms. We provide the personal attention of a small firm, the service efficiency of a medium size and the resources and knowledge base of a multinational.

WHO WE ARE LOOKING FOR

We are looking for graduates with strong academic abilities, a passion for working directly with entrepreneurs and who completed an Honours Accounting Degree, studying towards completion of CA registration.

HOW TO APPLY

Please submit your CV and cover letter to recruitment.ct@crowehorwath.co.za. Please include your full academic transcripts.

Types of jobs

Accounting



Opportunities on offer

Graduate Opportunity

Expo dates

Accounting Expo (24 July 2019)

Website:

www.crowe.com/za



Apply at

<https://suitup.work/results.html>

Closing date for applications

28 June 2019

SA Citizenship required?

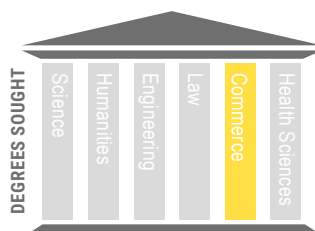
No

Which countries can apply?

South Africa

Location(s)

Cape Town



Big enough to discover real solutions.



Small enough to
discover your passion.



We are a truly global company where you can find your fit
and make serious contributions. Internships, hire-to-develop,
and experienced roles that offer a world of opportunities.
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culminIT (Pty) Ltd

We deliver solutions to the financial services industry to calculate high volume and complex transactional taxes through software development. We are also passionate about optimising business processes and mining the business intelligence around them for our clients. We do includes: create solutions, develop, review and refactor code, write automated tests, work in a small team and achieve exceptional results. We have very little overtime, the latest technology, quality hardware, no red tape in making decisions, iterative development process (agile), free groceries for lunch/ snacks and drinks on Fridays.

WHO WE ARE LOOKING FOR

We want people who think creatively, solve problems, have a good work ethic, have a willingness to learn and have a passion for software development. Computer Science and or Information Systems as a third year subject is a minimum requirement.

HOW TO APPLY

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

Types of jobs

Graduate Developer



Opportunities on offer

Graduate Opportunity



Website:

www.culminit.com



Apply at

www.culminit.com

Closing date for applications

31 August 2019

SA Citizenship required?

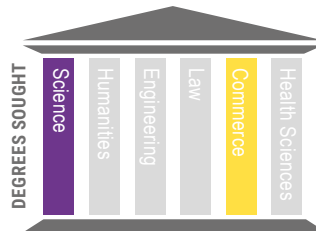
No

Which countries can apply?

South Africa

Location(s)

Cape Town



Cummins Africa Middle East

Cummins offers a comprehensive portfolio of innovative products to fit your unique needs, including engines, power generation, components and digital solutions. From clean diesel and zero-emissions natural gas engines, to electric, hybrid and alternative fuel powertrain technologies, Cummins is committed to delivering the power of choice to provide your operation with maximum efficiency, reliability and performance.

WHO WE ARE LOOKING FOR

Undergraduates and postgraduates.

HOW TO APPLY

www.careers.cummins.com

Types of jobs

Mechanical & Electrical Engineering, Sales, Human Resources, IT, Marketing, Quality, Finance



Opportunities on offer

Vacation/Internship
Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)

Website:

www.cummins.com



Apply at

www.careers.cummins.com

Closing date for applications

01 August 2019

SA Citizenship required?

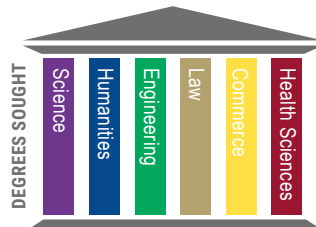
Yes

Which countries can apply?

South Africa

Location(s)

Johannesburg



Deloitte

Deloitte is one of the leading professional services organizations in the world. We specialize in providing Audit, Assurance, Consulting, Corporate Finance, Risk Advisory, Tax and Legal services. We serve clients in a variety of industries from financial services to consumer business, energy, mining & manufacturing, tourism, technology, media & telecommunications & the public sector. Deloitte is led by a purpose: to make an impact that matters. This purpose defines who we are. It endures - transcending the everyday and binding us together.

WHO WE ARE LOOKING FOR

CA (SA), Accounting specialising in Tax & Finance, Actuarial, Computer Science and IT, Corporate Governance, Data Science, Economics, Engineering, Financial Management, Mathematics & Statistics, Organisational Psychology, Risk Management and Supply Chain.

HOW TO APPLY

CA (SA) – apply online at www.joindeloitte.co.za. Other qualifications – apply online at www.deloitte.com/za (search under 'careers' and then click on students).

Types of jobs

Analysts, Audit Trainees, Junior Consultants

? Opportunities on offer

Bursary/Scholarship
Vacation/Internship
Graduate Opportunity

Expo dates

Accounting Expo (24 July 2019)

Deloitte

Epic Job Expo (7 August 2019)

Website:

www.joindeloitte.co.za



Apply at

www.deloitte.com/za

Closing date for applications

31 December 2019

SA Citizenship required?

Yes

Which countries can apply?

South Africa

Location(s)

Cape Town, Durban, Johannesburg, Namibia, Pietermaritzburg, Port Elizabeth, Pretoria, Richards Bay



Delta Partners

Delta Partners is a well-established boutique management consultancy with a difference. With a sole focus on the Telecoms, Media and Technology (TMT) space, we operate – and think – globally, and offer our clients expert advice and solutions helping them solve their most demanding strategic challenges within the industry. With 6 offices strategically located across the globe, and a combination of 3 business units – advisory, corporate finance and investments – we offer the perfect platform for young talent to springboard their careers and become true experts in the TMT space.

WHO WE ARE LOOKING FOR

Undergraduate degree in: Business, Computer Science, Economics, Engineering, Finance, Management, Strategy, Analytics or a related field, with strong grades (min. 2.1 equivalent grade). A relevant internship assuming similar responsibilities, interest in TMT.

HOW TO APPLY

Visit our careers website for opportunities and application instructions.

Types of jobs

Consulting / Investment Banking

? Opportunities on offer

Vacation/Internship
Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)

**DELTA
PARTNERS**

Website:

www.deltapartnersgroup.com



Apply at

www.deltapartnersgroup.com/careers-delta-partners/graduates-students

Closing date for applications

30 August 2019

SA Citizenship required?

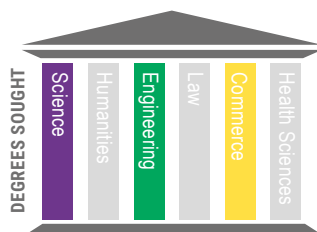
No

Which countries can apply?

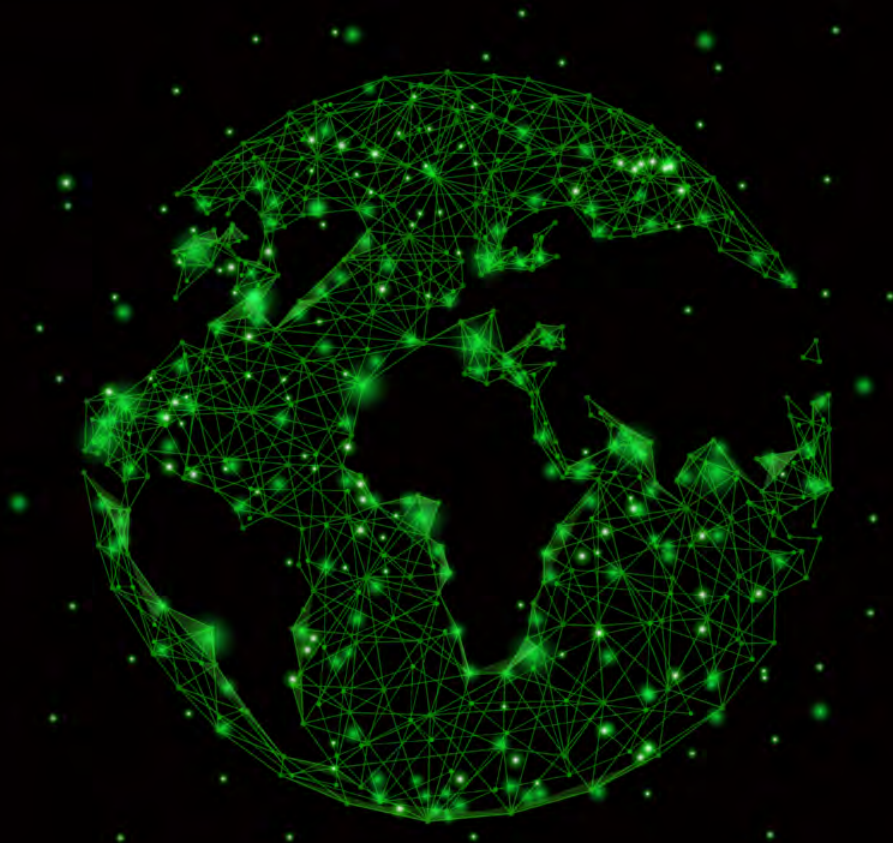
South Africa

Location(s)

Barcelona, Dubai, Johannesburg, New York, San Francisco, Singapore



Deloitte.



Assurance | Consulting | Corporate Finance
Deloitte Tax & Legal | Risk Advisory

What impact will you make?
careers.deloitte.com

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Be bold enough to seize the opportunity.
Be Invincible.

What impact will you make?

www.joindeloitte.co.za

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DNA Economics

DNA Economics is a specialist economics consultancy which brings together business, strategy and policy skills. In an increasingly complex commercial and policy environment, economic thinking and advice can provide a clear, logical framework for decision-making. DNA Economics is a specialist economic and development consulting firm, which provides clients with the in-depth expertise and analysis necessary to make the right choices. Founded in 2004, DNA Economics combines a deep understanding of the Southern African business and policy context with specialist skills in international trade, public policy and regulation.

WHO WE ARE LOOKING FOR

Our core team has substantial experience in economic, business and development consulting. Where DNA Economics does not have the requisite skills in-house, we bring in world experts through our network of associates.

HOW TO APPLY

Email a copy of your CV to daleen.nieuwoudt@dnaeconomics.com and vacancies@dnaeconomics.com.

Types of jobs

Consulting

? Opportunities on offer

Vacation/Internship



Website:

www.dnaeconomics.com



Apply at

www.dnaeconomics.com

Closing date for applications

31 December 2019

SA Citizenship required?

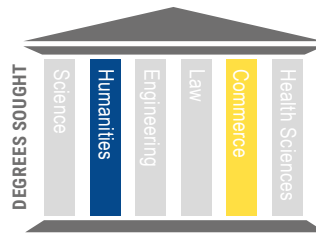
Yes

Which countries can apply?

South Africa

Location(s)

Pretoria



ENSafrica

ENSafrica is Africa's largest law firm. We are devoted to providing top-quality legal, tax and forensics services to our clients, offering innovative and creative solutions tailored specifically to individual client needs. We maintain our reputation by constantly re-inventing ourselves and challenging employees to create inspired solutions which mirror the changing political, social, economic and environmental landscape. ENSafrica operates as one firm through fully-integrated offices across Africa.

WHO WE ARE LOOKING FOR

We are looking for students currently BA Law, BCom Law and LLB.

HOW TO APPLY

Please send your application to graduates@ensafrica.com with the following attached: motivational letter, CV, ID, matric, academic transcript, one reference letter.

Types of jobs

Articles of Clerkship and Vacation Programme

? Opportunities on offer

Vacation/Internship
Graduate Opportunity

Expo dates

Law Expo (6 May 2019)



Website:

www.ensafrica.com



Apply at

www.ensafrica.com

Closing date for applications

31 October 2019

SA Citizenship required?

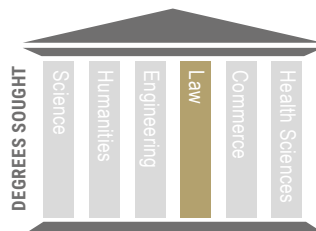
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town, Johannesburg





ENSafrica | Africa's largest law firm

Entecl Software (Pty) Ltd

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

WHO WE ARE LOOKING FOR

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

HOW TO APPLY

All interested applicants can apply online via our website, or e-mail their CV and transcripts to career@entecl.co.za.

Types of jobs

Information & Communication Technology

Opportunities on offer

Vacation/Internship
Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)



Website:

www.entecl.co.za



Apply at

www.entecl.co.za/DirectoryDisplay/CareersDirectory.aspx

Closing date for applications

01 November 2019

SA Citizenship required?

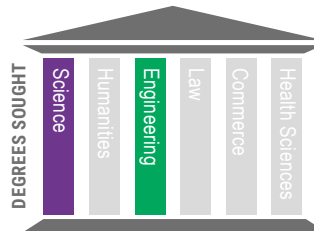
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town, Johannesburg



Eversheds Sutherland

As a global top 15 law practice, Eversheds Sutherland provides legal services to a global client base ranging from small and mid-sized businesses to the largest multinationals, acting for 72 of the Fortune 100, 61 of the FTSE 100 and 120 of the Fortune 200. With more than 2,800 lawyers, Eversheds Sutherland operates in 68 offices in 34 jurisdictions across Africa, Asia, Europe, the Middle East and the United States. In addition, a network of more than 200 related law firms, including formalized alliances in Latin America, Asia Pacific and Africa, provide support around the globe.

WHO WE ARE LOOKING FOR

We are looking for candidates who have completed a LLB degree, BA Law and BCom (Law), candidates are required to have a strong academic performance, proactive mind-set, outstanding problem solving skills, strong interpersonal and communication skills.

HOW TO APPLY

Please submit your CV, copy of ID, motivational letter and academic record to careers@eversheds-sutherland.co.za.

Types of jobs

Law professionals - Senior Associate, Associate, Candidate Attorney

Opportunities on offer

Vacation/Internship
Graduate Opportunity

Expo dates

Law Expo (6 May 2019)

EVERSHEDS SUTHERLAND

Website:

www.eversheds-sutherland.com



Apply at

www.eversheds-sutherland.com/global/en/where/africa/south-africa/overview/careers/index.page?

Closing date for applications

31 December 2019

SA Citizenship required?

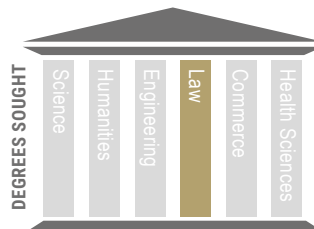
Yes

Which countries can apply?

South Africa

Location(s)

Durban, Johannesburg



EY

We offer world-class learnings and are committed to developing Africa's future leaders. It makes for a seriously stimulating working environment, where you'll work across a wide variety of industries with equally varied clients at a high level. You'll develop broad assurance skills across many areas – covering both audit and non-audit work. You can then call on this experience when it becomes time to narrow your focus. Your main aim will be to provide independent verification of our clients' compliance with accounting principles.

WHO WE ARE LOOKING FOR

Postgraduate students whose personal values align to that of the firm's values.

HOW TO APPLY

Apply online to the relevant requisition and attach the relevant supporting documents.

Types of jobs

Training contracts in the Assurance (audit department)

? Opportunities on offer

Bursary/Scholarship
Vacation/Internship
Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)



Website:

www.ey.com



Apply at

<https://eygbl.referrals.selectminds.com/student-opportunities/page/south-africa-assurance-49>

Closing date for applications

31 December 2019

SA Citizenship required?

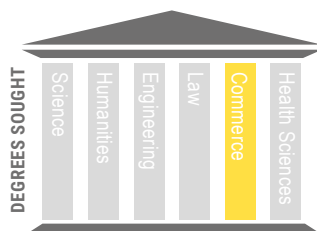
Yes

Which countries can apply?

South Africa

Location(s)

South Africa



Facebook

Facebook's mission is to give people the power to build community and bring the world closer together. Through our family of apps and services, we're building a different kind of company that connects billions of people around the world, gives them ways to share what matters most to them, and helps bring people closer together. Whether we're creating new products or helping a small business expand its reach, people at Facebook are builders at heart. Together, we can help people build stronger communities – we're just getting started.

WHO WE ARE LOOKING FOR

Bachelor's or Master's degree in Computer Science or a related field. Demonstrated software engineering experience from previous internship, work experience, coding competitions, or publications. Experience in C++, Java, Perl, PHP, or Python.

HOW TO APPLY

Please apply online via our careers pages.

Types of jobs

IT, Engineering

? Opportunities on offer

Vacation/Internship
Graduate Opportunity

facebook

Website:

www.facebook.com/careers



Apply at

www.facebook.com/careers

Closing date for applications

31 October 2019

SA Citizenship required?

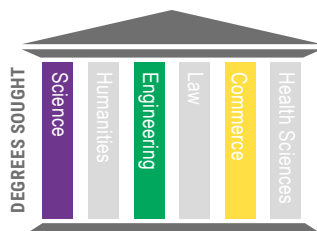
No

Which countries can apply?

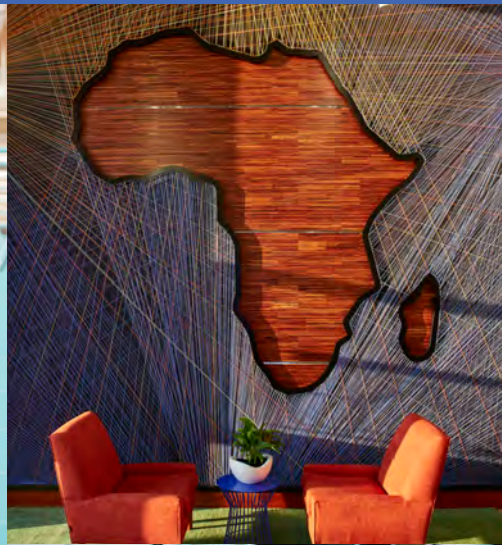
Globally

Location(s)

London



facebook



Do the Most Meaningful Work of Your Career

People are at the heart of every connection we build. We design products and deliver services that bring the world closer together, one connection at a time. We offer 12 week internships and graduate roles in our London office. Successful candidates would receive support with relocation and visas.

Fairbridges Wertheim Becker



We are a medium sized general law practice that has been in existence since 1812. We have an office in Cape Town and in Illovo, Gauteng. The firm merged with another long established Gauteng based law firm Wertheim Becker in 2015 which strengthened our law expertise and offerings to our clients.

WHO WE ARE LOOKING FOR

We are looking for Candidate attorneys for 2020/2021. All candidates must have an LLB degree ideally with an undergraduate degree but not essential. Good communication skills - both verbal and written - with a strong work ethic.

HOW TO APPLY

All the application details are on our website and the relevant documents required for a valid application. Email applications to arezelman@fairbridges.co.za.

Types of jobs

2 year legal articles

? Opportunities on offer

Vacation/Internship
Graduate Opportunity

Expo dates

Law Expo (6 May 2019)

Website:

www.fwbattorneys.co.za

i Apply at

www.fwbattorneys.co.za

Closing date for applications

31 May 2019

SA Citizenship required?

Yes

Which countries can apply?

South Africa

Location(s)

Cape Town, Johannesburg



Fasken

Fasken has an established presence in Africa spanning more than 130 Years. With more than a century of experience and expertise in all of Africa's established and growth in various industries, we have developed a deep understanding of the African continent and what it has to offer. Following a multi-disciplinary approach, our lawyers work together across the firm to find innovative legal and business solutions to help our clients succeed.

WHO WE ARE LOOKING FOR

We consider candidates with any undergraduate degree plus LLB, a four-year LLB or Master with LLM.

HOW TO APPLY

Completed online profile, A letter of motivation, A certified copy of Matric certificate and the latest academic results, A certified copy of identity document, At least two letters of reference.

Types of jobs

Article Clerkship/Vacation Programme

? Opportunities on offer

Vacation/Internship

Expo dates

Law Expo (6 May 2019)

Website:

www.fasken.com/johannesburg

i Apply at

<https://fasken.erecruit.co/candidateapp/Content/CandidateAttorneys>

Closing date for applications

30 June 2019

SA Citizenship required?

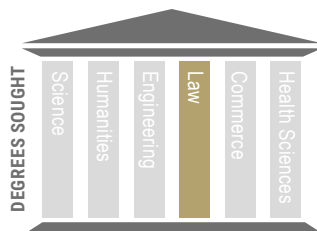
Yes

Which countries can apply?

South Africa

Location(s)

Johannesburg



FirstRand Bank Limited

FirstRand is a leading African financial services business with brands well known for their entrepreneurship and innovation: FNB, RMB, WesBank and Ashburton Investments. Each of the brands is united by a shared philosophy and a unique owner manager culture that empowers and mandates teams to make a serious impact in the financial services field – and on the world. 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

CA Training Programme: Completed or in final year of BCom/ BBSc Accounting Hons/ CTA Degree, Quants Graduate Programme: Completing Honours in B.Sc. (Actuarial Science) / Bachelor of Business Science degree (BBSc) with Honours in Mathematical Statistics.

HOW TO APPLY

Complete an online application using your CV, detailed academics, motivational letter and matric certificate.

Types of jobs

Finance, Banking

Opportunities on offer

Vacation/Internship
Graduate Opportunity

Expo dates

Accounting Expo (24 July 2019)
Epic Job Expo (7 August 2019)



Website:

www.my4in1.com



Apply at

www.my4in1.com

Closing date for applications

30 September 2019

SA Citizenship required?

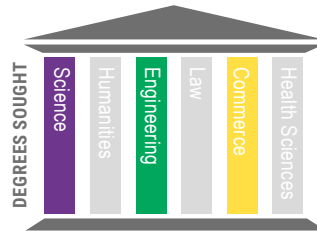
Yes

Which countries can apply?

South Africa

Location(s)

Johannesburg



FNB

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

WHO WE ARE LOOKING FOR

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

HOW TO APPLY

Please submit your CV and academic transcripts on www.fnbgrad.mobi.

Types of jobs

IT, Engineering, Commerce, Actuarial, Mathematics and Statistics

Opportunities on offer

Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)

Website:

www.fnb.co.za



Apply at

www.fnbgrad.mobi

Closing date for applications

08 August 2019

SA Citizenship required?

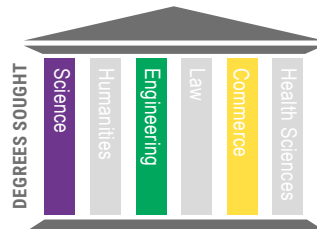
Yes

Which countries can apply?

South Africa

Location(s)

Johannesburg



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have an idea
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**shape human
destiny?**



**At FNB you'll be
introduced to opportunities to push
yourself beyond your degree.** You'll get

to work in a unique culture that is open to cutting edge thinking and collaboration, using the latest technology and analytics. As Africa's Most Valuable Banking Brand*, we believe in creating a work experience that is anything but ordinary. If you are inspired to build a future of innovative solutions, apply to the FNB Graduate programme, applications close

8 August 2019.

*Brand Finance® Africa 2019

Join

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If you're endlessly curious and want to contribute to a better world, then you're just the kind of talent we're looking for. Enter the World Future Challenge and win a trip to the global Innov8ers Summit, or apply for the **FNB Future League week, 8 - 12 July 2019** and immerse yourself in the world of FNB.



**Submit your application
before 17th June 2019.**

Go2Africa

Go2Africa is a leading digital safari travel agency that was founded in 1998. We tailor-make bucket-list holidays throughout Africa for our clients, with our core offering being Big 5 safari. Our Safari Expert Academy has been successfully operating for over 10 years, training candidates to fulfil the role of an Africa Safari Expert (ASE), as our specialist travel sales consultants are known. Our ASEs create itineraries for international clients that include flights, accommodation, activities and transfers, and answer all queries clients might have before, during and after their journeys.

WHO WE ARE LOOKING FOR

Graduates or alumni with a passion for Africa and luxury travel. Ideal candidates will have exceptional verbal and written communication skills and an understanding of marketing, customer service and sales. Applications open to all degree specialisations.

HOW TO APPLY

To apply, email the following to safari_academy@go2africa.com: Your full CV, Motivational letter, Academic transcripts, Include the position ("Safari Expert Academy") in the email subject line.

Types of jobs

Travel consulting, Sales

- ?** **Opportunities on offer**
Graduate Opportunity



Website:

www.go2africa.com



Apply at

www.go2africa.com/careers/safari-expert-academy

Closing date for applications

30 September 2019

SA Citizenship required?

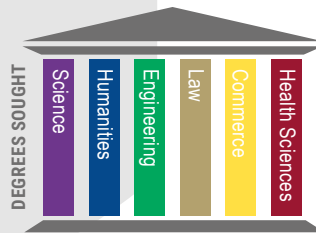
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town



Herold Gie Attorneys

Herold Gie is a leading full-service law firm operating from three branches situated in Cape Town, Bellville and Kenilworth. Our main areas of expertise are the following: Corporate & Commercial Law, Employment & Public Law, Family & Matrimonial, Insolvency and Business Rescue, Insurance, Litigation & Dispute Resolution, Personal Injury, Pension & Financial, Property and Wills, Trusts & Estates.

WHO WE ARE LOOKING FOR

Please visit our website for information regarding the application requirements for candidates attorneys.

HOW TO APPLY

Please visit our website.

Types of jobs

Candidate Attorneys

- ?** **Opportunities on offer**
Graduate opportunity

Expo dates

Law Expo (6 May 2019)

Website:

www.heroldgie.com

HEROLD GIE | ATTORNEYS



Apply at

www.heroldgie.com

Closing date for applications

31 March 2019

SA Citizenship required?

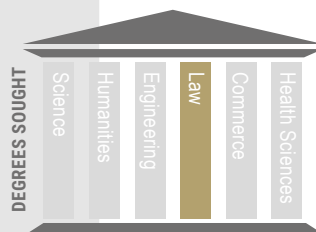
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town



Hogan Lovells (South Africa) Inc



Hogan Lovells is one of the world's top 10 legal practices with over 2700 lawyers across more than 48 offices in Africa, Asia, Australia, Europe, Latin America, the Middle East and North America. Our South African office in Johannesburg has a total staff complement of around 250, with more than 100 legal professionals who are regarded as high-calibre sector practitioners, acting both with the country and across the continent. With our spread of global relationships as well as our professionals' international experience, we are perfectly positioned to offer candidate attorneys a varied and interesting work experience.

WHO WE ARE LOOKING FOR

We're looking for talented, motivated people who'll embrace our vision and values and add something to our business.

HOW TO APPLY

Apply online at careers.hoganlovells.com and include copies of the following documents: comprehensive CV, cover letter/motivational letter, identity document, full academic transcript, matric certificate.

Types of jobs

Graduate opportunity and Vacation work

Opportunities on offer

Vacation/Internship
Graduate Opportunity

Expo dates

Law Expo (6 May 2019)

Website:

www.hoganlovells.com



Apply at

www.hoganlovells.com/en/careers

Closing date for applications

12 January 2020

SA Citizenship required?

Yes

Which countries can apply?

South Africa

Location(s)

Johannesburg



Huawei Technologies SA (PTY) LTD



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

WHO WE ARE LOOKING FOR

We are looking for final year, Honours and Masters Graduates in the field of Engineering, Telecommunication, Information Technology and Computer Science. The graduates should have a pass rate of 65% and above.

HOW TO APPLY

Email your CV, Motivational letter, Full academic transcripts, Certified ID copy, Matric and other certificates and Tertiary qualification (if applicable) to sagraduate@huawei.com.

Types of jobs

Engineering, telecommunication, Information Technology and Computer Science

Opportunities on offer

Bursary/Scholarship
Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)

Website:

www.huawei.com/za/



Apply at

www.huawei.com/za/

Closing date for applications

31 May 2019

SA Citizenship required?

Yes

Which countries can apply?

South Africa

Location(s)

Johannesburg



Impact MarTech

The Impact Platform brings together a set of disruptive technologies designed to measure, manage, and optimize partner marketing investments. Marketing leaders roll out the full Impact Platform across their organization to manage their partnership workflows and harness data for insights, optimization and decision-making. If you are looking to join a team where your opinion is valued, your contributions are noticed, you get to work with fun and talented people solving cutting-edge marketing challenges with technology, and advance your career, this is the place for you!

WHO WE ARE LOOKING FOR

Join our Acceleration Program as a Graduate Software Developer where you will have an opportunity to fast track your software development skills. You will become proficient in the latest in Java, Unit Testing, TDD, Spring, master our platform and code base.

HOW TO APPLY

Apply online at talent.impact.com or send your CV to careers@impact.com with the subject line "Graduate Software Engineer - Impact".

Types of jobs

Software Development

? Opportunities on offer

Vacation/Internship
Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)



Website:

www.impact.com



Apply at

<https://talent.impact.com/>

Closing date for applications

30 June 2019

SA Citizenship required?

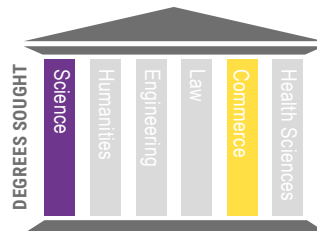
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town



Investec Asset Management

Investec Asset Management is an independently managed global asset manager within the Investec Group, which is listed in both London and Johannesburg. We are founder-led and our employees are equity stakeholders in our business. We provide investment products and services to institutions, advisory clients and individuals. Our clients include pension funds, central banks, sovereign wealth funds, insurers, foundations, financial advisers and individual investors. We were established in South Africa in 1991, offering a small range of domestic investment strategies. We are now a truly global business managing approximately R1,992.9bn.

WHO WE ARE LOOKING FOR

Actuarial Science, Business Science, Commerce, Engineering, Mathematics/Statistics.

HOW TO APPLY

You need a copy of your: South African ID, grade 12 certificate, full academic transcripts.

Types of jobs

Investments, Operations, IT

? Opportunities on offer

Vacation/Internship
Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)



Website:

www.investecassetmanagement.com



Apply at

www.investecassetmanagement.com

Closing date for applications

11 August 2019

SA Citizenship required?

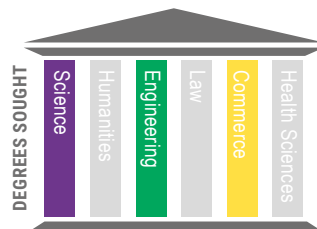
Yes

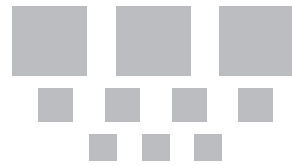
Which countries can apply?

South Africa

Location(s)

Cape Town





ESTATE PLANNING TRUSTS WILLS ESTATES BENEFICIARY FUNDS



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PEOPLE | PLANET | PROFITS

Q

Are you a law or accounting graduate?
Do you have a highly developed sense of ethics?
Do you want to help others while making money?

A

A range of interesting careers in fiduciary practice awaits you.

“Fiduciary” implies a sense of duty and care – which is what you will have as a fiduciary practitioner whether you are in trusts, wills, estate planning or administration, or tax advice.

What must I do?

- Become a candidate member of the Fiduciary Institute of Southern Africa (FISA)
- Then consider doing the Advanced Diploma in Estate & Trust Administration through the University of Free State (distance learning)
- Following which you can apply to FISA for the ultimate designation of Fiduciary Practitioner of SA® (FPSA®)

Find out more at **www.fisa.net.za** or contact **secretariat@fisa.net.za**

Investec Bank Ltd.

Investec is an international specialist bank and asset manager that provides a diverse range of financial products and services to a niche client base. Our available Graduate Programmes: CA Programme, IT Grad Programme and General Grad programmes. Grad opportunities in: Global Client Support Centre and Shared Services. Our Available Vacation Programmes: CA Programme Pathfinder, Navigate and IT Explore. Our Available Scholarships: CA Scholarship, IT Scholarship and the Investec CSI Bursary.

WHO WE ARE LOOKING FOR

At Investec we look for dynamic, energetic people filled with tenacity, integrity and out of the ordinary thinking. We value individuals who in turn value our culture; that is, a can-do attitude while challenging convention.

HOW TO APPLY

Please apply via our online job portal for all relevant programmes/positions <http://www.investec.co.za/grads>.

Types of jobs

Banking, Finance, IT, all entry level positions in banking

? Opportunities on offer

Bursary/Scholarship
Vacation/Internship
Graduate Opportunity

Expo dates

Accounting Expo (24 July 2019)
Epic Job Expo (7 August 2019)



Website:

www.investec.com

i Apply at

www.investec.co.za/grads

Closing date for applications

31 December 2019

SA Citizenship required?

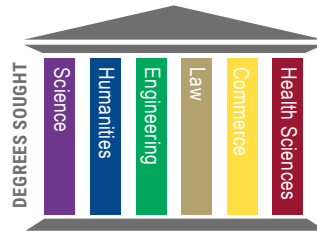
Yes

Which countries can apply?

South Africa

Location(s)

Johannesburg



IQbusiness

IQbusiness is the leading independent management consulting firm in South Africa, helping clients overcome their business challenges and achieve sustainable growth. Since 1998, we have been enabling banks, insurance companies, retailers, and others to take their products to market faster, improve customer satisfaction, up-skill teams, eliminate waste, and strengthen governance and compliance. While we are a for-profit company, our purpose exists far beyond the bottom line. As a certified B Corporation, we are committed to using business as a force for good by helping people, organisations, and the entire African continent to grow.

WHO WE ARE LOOKING FOR

We look for Degree's problem solvers! Passion and the willingness to learn and develop across multiple skills and industries, with the support and guidance of team based environments and thought disruptors in the market.

HOW TO APPLY

Please apply through our Careers Tab on our Website. Select the Graduate option.

Types of jobs

Management Consulting in Banking, IT, Business, People, Finance, L&D, Media

? Opportunities on offer

Graduate Opportunity

Website:

www.iqbusiness.net



i Apply at

www.iqbusiness.net/

Closing date for applications

31 August 2019

SA Citizenship required?

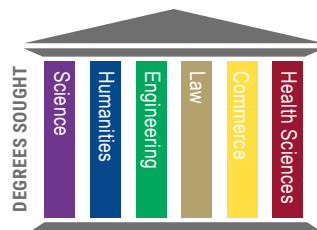
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town, Johannesburg



IRI

As one of the original innovators in big data, IRI integrates the world's largest set of otherwise disconnected purchase, media, social, causal and loyalty data to help CPG, retail, over-the-counter health care and media companies grow their businesses.

WHO WE ARE LOOKING FOR

We are looking for candidates with: Business Science Degree or Marketing Degree but not limited to these.

HOW TO APPLY

Follow the link to apply www.iriworldwide.com/en-GB/Company/Careers-at-IRI/Career-hub/South-Africa.

Types of jobs

IT, Analyst

? Opportunities on offer

Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)

Website:

www.iriworldwide.com/en-SA



Apply at

www.iriworldwide.com/en-SA

Closing date for applications

31 December 2019

SA Citizenship required?

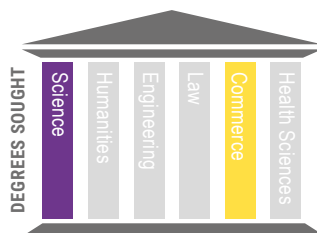
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town, Johannesburg



j5 International (Part of Hexagon PPM)



HEXAGON
PPM



With over 19,000 employees in 50 countries, Hexagon employs a global network of brilliant minds who demonstrate the highest degree of commitment and service to customers worldwide. Our culture reflects an energetic, collaborative and diverse environment with everyone working to deliver the best results. By joining Hexagon's team, you will have countless opportunities to develop your skills within a creative atmosphere that encourages innovation and a dynamic exchange of ideas between employees around the world. We are continually identifying new opportunities in technology, asking what's possible and looking for new ways to solve challenges.

WHO WE ARE LOOKING FOR

Excellent candidates with the one of the following qualifications: BSc Mathematics, Applied Mathematics, Computer Science, Engineering (with Computer Science major), preferably with Honours.

HOW TO APPLY

Please apply online via our website: www.hexagonppm.com/careers.

Types of jobs

Software Development

? Opportunities on offer

Vacation/Internship

Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)

Website:

www.hexagonppm.com



Apply at

www.hexagonppm.com/careers

Closing date for applications

06 December 2019

SA Citizenship required?

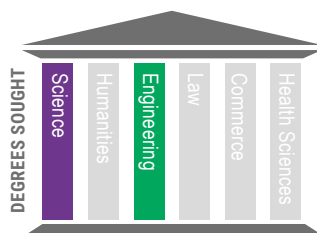
No

Which countries can apply?

Globally

Location(s)

Cape Town



J-PAL Africa

The Abdul Latif Jameel Poverty Action Lab's (J-PAL) mission is to reduce poverty by ensuring policy is informed by scientific evidence. J-PAL Africa, based at the University of Cape Town, works to improve the effectiveness of social programmes in the region through research, training, and policy outreach. We conduct randomized evaluations, build partnerships with government and organisations for evidence-informed policy-making, and help partners scale up effective programmes. Our work spans a range of sectors, with a recent focus on education, energy and environment, gender, labour markets, and political economy and governance.

WHO WE ARE LOOKING FOR

J-PAL attracts driven individuals with a passion for working on poverty alleviation strategies. Strong interest in social policy and development research is essential. For final year students in Statistics, Economics, Development, or related degree.

HOW TO APPLY

J-PAL's winter internship applications are due 8 May 2019. Please apply online at j-p.al/interhip2019. Only successful candidates will be contacted. For future jobs and internships, sign up to our mailing list: j-p.al/AfricaJobs.

Types of jobs

Research, Policy outreach, Training and capacity building and Administrative/Operations roles

Opportunities on offer

Vacation/Internship
Graduate Opportunity



Website:

www.povertyactionlab.org



Apply at

www.povertyactionlab.org

Closing date for applications

08 May 2019

SA Citizenship required?

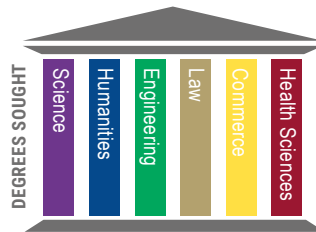
No

Which countries can apply?

African countries

Location(s)

Cape Town, Johannesburg



JPMorgan Chase Bank

JPMorgan Chase is one of the largest financial institutions in the World. With a history dating back over 200 years, here's where we stand today: we are a leading global financial services firm with assets of \$2.6 trillion, we have a presence in over 100 markets, we have over 250,000 employees, we serve millions of consumers, small businesses and many of the world's most prominent corporate, institutional and government clients. We are a leader in investment banking, financial services for consumers and small businesses, commercial banking, financial transaction processing and asset management.

WHO WE ARE LOOKING FOR

We're looking for students from all majors and backgrounds to join our diverse, global team. All qualifications (both undergraduates and postgraduates) can apply for our internship and graduate programme.

HOW TO APPLY

Applications for the Internship will open in April. Please submit your CV and academic record when applying.

Types of jobs

Banking, Finance, Technology, Sales Trading, Business Management, Operations

Opportunities on offer

Vacation/Internship
Graduate Opportunity

J.P.Morgan

Website:

www.jpmorganchase.com



Apply at

www.jpmorgan.com/careers

Closing date for applications

19 April 2019

SA Citizenship required?

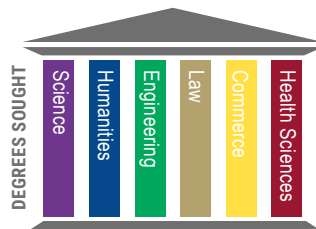
Yes

Which countries can apply?

South Africa

Location(s)

Johannesburg



KPMG

We're a global network of professional firms providing Audit, Tax and Advisory services across 156 countries worldwide. We want you to join our team of 152 000 outstanding professionals working together to deliver outstanding value to our clients. While we're one of the largest Audit, Tax and Advisory firms in the country, we're still a great place to work... because of our people! Just like you, we come from all walks of life. Our diversity of backgrounds, diversity of experience and a diversity of minds is what makes us unique.

WHO WE ARE LOOKING FOR

CA stream Accounting, Tax, Actuarial Science, Law, Information management.

HOW TO APPLY

Please apply for all graduate programmes online www.joinkpmg.co.za.

Types of jobs

Accounting, Tech Advisory, Financial Risk Management, Tax



Opportunities on offer

Bursary/Scholarship
Vacation/Internship
Graduate Opportunity

Expo dates

Accounting Expo (24 July 2019)
Epic Job Expo (7 August 2019)



Website:

www.joinkpmg.co.za



Apply at

www.joinkpmg.co.za

Closing date for applications

22 November 2019

SA Citizenship required?

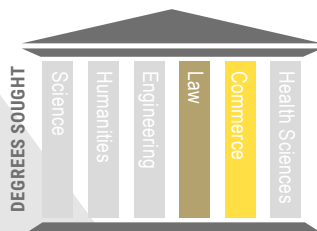
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town, Durban, Johannesburg, Port Elizabeth



Kurtosys

Kurtosys is an international cloud based Fintech company with offices in, Raleigh Durham, London and Cape Town. We launched in 2002 when our founders saw how the digital revolution would change financial services. We aim to transform the way that financial information is presented, shared and consumed by creating visually appealing and easy to interpret client reporting tools that help our clients, some of the world's largest asset managers, to attract and retain investor assets. We do this through the design, development and delivery of innovative technical solutions using the latest tools and technologies.

WHO WE ARE LOOKING FOR

We are looking for bright, innovative and forward thinking tech graduates finishing their studies with a BSc, BCom, BIS, BEng in Computers, Software, Information or Electronic related sciences, a National Diploma or Equivalent to join us.

HOW TO APPLY

Please submit your CV and a cover letter to careers@kurtosys.com along with your academic transcripts.

Types of jobs

Software Engineers, Quality Assurance Analyst, SQL developers, Designers etc.



Opportunities on offer

Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)



Website:

www.kurtosys.com



Apply at

www.kurtosys.com/careers/

Closing date for applications

30 November 2019

SA Citizenship required?

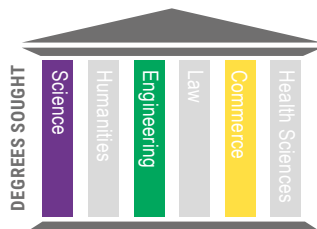
No

Which countries can apply?

South Africa

Location(s)

Cape Town





Where Genius Belongs

KPMG- A place where disruptive technologies are embraced and collaboration is a way of life!



@KPMG_SA



@MeetKPMG



KPMG South Africa



joinkpmg.co.za



Letsema Consulting and Advisory LETSEMA

Letsema is a Sotho word for people coming together to work for a common purpose. This sense of collective effort towards a shared vision is our underlying philosophy. Each leg of our business – Consulting, Investments, Foundation – reinforces the others; setting them apart and making them stronger. We believe in the potential of business to be a catalyst for social change. With long-term thinking and a broad base of skills, intellect and IP, we aim to contribute meaningfully to the betterment of society.

WHO WE ARE LOOKING FOR

At Letsema we are looking for graduates with strong academic records. An average for all years studied from Grade 12 to your current or final year of study should be 65% and above. A Minimum of 70% or higher for Grade 12 Mathematics (Higher Grade only).

HOW TO APPLY

To apply send detail CV to: careers@letsema.co.za.

Types of jobs

Management Consulting

? Opportunities on offer

Vacation/Internship

Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)

Website:

www.letsema.co.za

i Apply at

www.letsema.co.za

Closing date for applications

31 January 2020

SA Citizenship required?

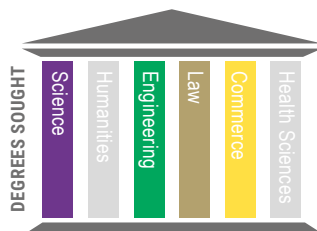
Yes

Which countries can apply?

South Africa

Location(s)

Johannesburg



Lighthouse Law

Lighthouse Law is an innovative legal service provider specialising in commercial law. We advise on how best to structure, negotiate and manage commercial contracts-particularly large-scale transactions or projects involving high volumes of contracts. The company was founded by a team of lawyers who wanted to do things differently - providing better services and greater value to clients, while contributing to transformation in South Africa. The Lighthouse Academy is our 12-month B-BBEE training and skills development internship program for law graduates.

WHO WE ARE LOOKING FOR

LLB graduates with a sound academic background and interest in commercial law. We value team members who are highly motivated and keen to take on responsibility.

HOW TO APPLY

Lighthouse Academy applications to academy@lighthouse.law and general applications to jobs@lighthouse.law.

Types of jobs

Legal

? Opportunities on offer

Graduate Opportunity

Expo dates

Law Expo (6 May 2019)

Website:

www.lighthouse.law

i Apply at

www.lighthouse.law

Closing date for applications

31 December 2019

SA Citizenship required?

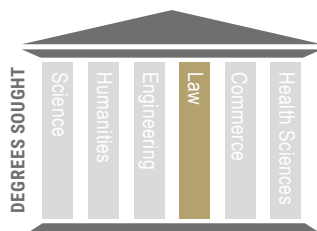
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town



LPH Chartered Accountants Inc.

LPH Chartered Accountants, a medium-sized firm, situated in Cape Town, maintains excellent work-ethic, family values and high service standards. Our mission is to provide relevant, trusted, strategic financial solutions that support building sustainable relationships and businesses. We value integrity and honesty, and believe that passion, professional team-work and being pro-active aids us in achieving our mission.

WHO WE ARE LOOKING FOR

We are looking for graduates with excellent academics, an enthusiasm for their career and professionalism.

HOW TO APPLY

Submit your CV to applications@lph.co.za. Kindly include your transcripts and ID in your email.

Types of jobs

Audit, Tax, Accounting

? Opportunities on offer

Vacation/Internship
Graduate Opportunity

Expo dates

Accounting Expo (24 July 2019)

Website:

www.lph.co.za



Apply at

www.lph.co.za/current-vacancies-lph.html

Closing date for applications

31 August 2019

SA Citizenship required?

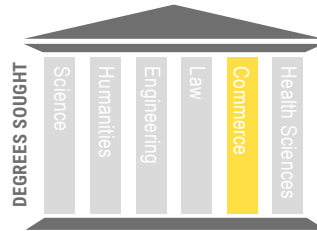
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town



Luno

Luno is a leading global cryptocurrency company with over 2.5 million customers in 40 countries, and a team of over 250 people. Headquartered in London, Luno operates across Africa, South East Asia and Europe. Our products and services make it safe and easy to buy, store and learn about cryptocurrencies like Bitcoin and Ethereum. Our expert teams have worked all over the world for top tech and finance companies. They've pulled together from Google, Amazon, Morgan Stanley, Barclays and others, on a mission to upgrade the world to a better financial system.

WHO WE ARE LOOKING FOR

While a degree in finance, marketing or social media will be advantageous, what we're really looking for are people who display our Moontality values, have experience in a customer-focused environment and possess excellent communication skills.

HOW TO APPLY

Please apply online via the careers section on our website.

Types of jobs

Customer Success

? Opportunities on offer

Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)



Website:

www.luno.com



Apply at

www.luno.com/en/careers

Closing date for applications

31 December 2019

SA Citizenship required?

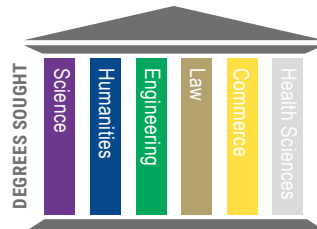
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town



Maersk

Maersk line is the world's largest container shipping company, known for reliable, flexible and eco-efficient services. We operate 610 container vessels and provide ocean transportation in all parts of the world. Every day our 7000 seafarers and 25 000 land based employees at 374 offices share their expertise with our customers across the world. Your promise. Delivered. Maersk also has a further goal: becoming one integrated company, offering solutions both on ocean and inland, a goal we are currently focused on and working towards efficiently executing.

WHO WE ARE LOOKING FOR

We are looking for graduates with strong academics in all degrees and/or majors, but who also possess an entrepreneurial mindset. We want people who are passionate about what they do and who are always eager to learn and grow.

HOW TO APPLY

Please log on to the Maersk Career website provided and follow the prompts to apply for the vacancies.

Types of jobs

Finance, Commerce, Sales, Trade & Marketing, Customer Services, Logistics and Supply Chain Management

? Opportunities on offer

Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)



MAERSK

Website:

www.maersk.com



Apply at

www.maersk.com/careers/vacancies

Closing date for applications

31 December 2019

SA Citizenship required?

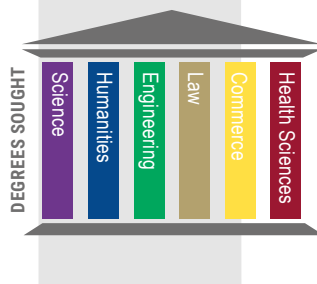
No

Which countries can apply?

South Africa, Mauritius, Madagascar, Zimbabwe.

Location(s)

Madagascar, Mauritius, Mozambique, Namibia, South Africa, Zimbabwe



McKinsey and Company

McKinsey & Company helps business leaders address their greatest challenges, from reorganising for long-term growth, to significantly improving business performance. We are the trusted advisor and counsellor to many of the most influential businesses and institutions. The Johannesburg Office opened in 1995 and is committed to tackling Africa's most pressing challenges. McKinsey & Company serves over 70 percent of Fortune magazine's most admired companies and Fortune ranks us fourth in the 25 top companies for developing leaders. We employ more than 8,000 consultants and have 99 offices in 55 countries.

WHO WE ARE LOOKING FOR

Students from all disciplines.

HOW TO APPLY

Attach your CV, full transcripts, ID and McKinsey leadership form.

Types of jobs

Consulting

? Opportunities on offer

Vacation/Internship

Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)

**McKinsey
& Company**



Website:

www.mckinsey.com

Apply at

www.mckinsey.com

Closing date for applications

31 December 2019

SA Citizenship required?

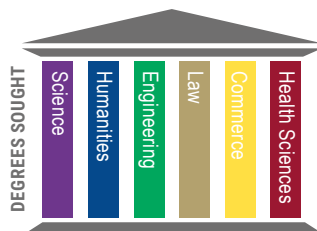
Yes

Which countries can apply?

South Africa

Location(s)

Johannesburg



Merrill Lynch

Bank of America Merrill Lynch is the marketing name for the global banking and global markets businesses of Bank of America Corporation. With a presence in Europe, the Middle East and Africa (EMEA) for more than 90 years, we have offices in 19 countries across three continents serving the needs of corporate, institutional and government clients. At Bank of America Merrill Lynch we are guided by a common purpose to help make financial lives better. We deliver on this through responsible growth, our commitment to shared success, and Environmental, Social and Governance (ESG) leadership.

WHO WE ARE LOOKING FOR

Subject areas recruited from: All degree disciplines, for Technology programmes a degree in Science, Technology, Engineering, Mathematics or other related subjects is beneficial.

HOW TO APPLY

Apply online at campus.bankofamerica.com Stage 1: Complete an online application form, competency questions and upload your CV. Stage 2: Take the online situational judgement test.

Types of jobs

Global Corporate Investment Banking

? Opportunities on offer

Vacation/Internship
Graduate Opportunity



Website:

<https://campus.bankofamerica.com/>



Apply at

<https://campus.bankofamerica.com/>

Closing date for applications

31 December 2019

SA Citizenship required?

No

Which countries can apply?

Ireland, London, South Africa

Location(s)

London



MGI Bass Gordon

Upon joining MGI Bass Gordon, you become part of a global family of independent auditing and accounting firms. With decades of experience, we are able to offer our trainees exciting career development opportunities through a personal mentorship programme and broad-based business exposure. Our vision is to be recognised as the leading mid-tier professional services firm, offering a growing array of business solutions, whilst being the trusted partner of choice for those seeking more than just the ordinary.

WHO WE ARE LOOKING FOR

We are looking for graduates with an academic background in a business and accounting-related discipline: BCom Accounting (CA Stream), BBusSc Finance & Accounting or PGDA.

HOW TO APPLY

Please email your CV and Academic Transcript to recruitment@bassgordon.co.za.

Types of jobs

SAICA Training Contract

? Opportunities on offer

Bursary/Scholarship
Vacation/Internship
Graduate Opportunity

Expo dates

Accounting Expo (24 July 2019)



Website:

www.bassgordon.co.za



Apply at

www.bassgordon.co.za/careers/

Closing date for applications

31 December 2019

SA Citizenship required?

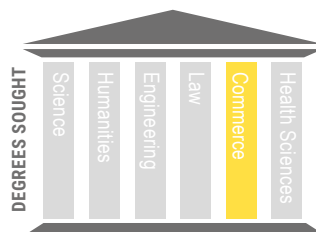
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town



DO YOU KNOW WHAT YOU WANT TO BE WHEN YOU GROW UP?



Don't just toy with the idea.

STUDY. TRAIN. ACHIEVE. #JOINTHEBASS

mgi bass gordon
AUDIT | TAX | ADVISORY

recruitment@bassgordon.co.za
www.bassgordon.co.za

MGI is a worldwide network of independent auditing, accounting and consulting firms.

Monocle Solutions

Monocle is an industry leading financial consulting firm specializing in banking and insurance. Through our bespoke consultancy service, we work with the leading banks and large financial institutions, in South Africa and beyond, to transform the way these institutions do business by implementing innovative and result-driven solutions.

WHO WE ARE LOOKING FOR

Honours or Masters degree in Business Science, Risk Management, Finance, Information Systems, Computer Science or Engineering.

HOW TO APPLY

Visit the Graduates Careers page on the Monocle website, complete the information requested and upload a detailed CV.

Types of jobs

Analyst, Consultant

Opportunities on offer

Bursary/Scholarship
Vacation/Internship
Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)



Website:

www.monocle.co.za/



Apply at

www.monocle.co.za/

Closing date for applications

31 August 2019

SA Citizenship required?

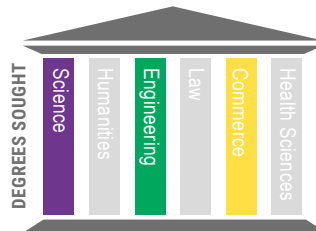
Yes

Which countries can apply?

South Africa

Location(s)

Johannesburg



Moore Stephens

Get Moore from your career. Get the Moore Stephens 360° Experience. Size matters! Did you know more trainees qualify from small to medium firms? Why? Because they get more experience, exposure, training, support and hands-on opportunities to learn.

WHO WE ARE LOOKING FOR

We're looking for South African SAICA, SAIPA and SAIT candidates who are optimistic, energetic, driven, assertive, well presented, computer literate and academically competent.

HOW TO APPLY

Complete an application form on our website.

Types of jobs

SAICA and SAIPA Articles

Opportunities on offer

Graduate Opportunity

Expo dates

Accounting Expo (24 July 2019)

Website:

southafrica.moorestephens.com

MOORE STEPHENS



Apply at

<https://southafrica.moorestephens.com/careers/graduate>

Closing date for applications

30 November 2019

SA Citizenship required?

Yes

Which countries can apply?

South Africa

Location(s)

South Africa



Munich RE of Africa

Munich Reinsurance of Africa (MRoA) has a Head Office in Johannesburg, with a Client Service Life office situated in Cape Town and Client Management offices in Accra for West Africa - and Nairobi – for East Africa. 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 that will concern whole of society tomorrow, whether that be climate change, major construction projects or gene technology. We find solutions to these challenges through a network of highly qualified professionals who anticipate risks and work on tailor-made solutions.

WHO WE ARE LOOKING FOR

BSc Actuarial Science, BSc Maths or Statistics, B Comm Insurance and Risk Management, B Comm Accounting / Finance.

HOW TO APPLY

Please send your CV, cover letter and academic transcript to ZKhoza@munichre.com.

Types of jobs

Actuarial, Engineering, Accounting, Law

? Opportunities on offer

Vacation/Internship
Graduate Opportunity



Website:

www.munichre.com/en/reinsurance/contact/worldwide/africa/sub-saharan-africa/index.html



Apply at

www.munichre.com/en/reinsurance/contact/worldwide/africa/sub-saharan-africa/index.html

Closing date for applications

12 December 2019

SA Citizenship required?

No

Which countries can apply?

South Africa

Location(s)

Cape Town, Johannesburg



Nedbank Limited

Our purpose – To use our financial expertise to do good for individuals, families, businesses and society. Our vision – To be the most admired financial services provider in Africa by our staff, clients, shareholders, regulators and society. Our values include integrity - being honest, trustworthy, consistent and transparent in all our actions and decisions. Respect - recognising the inherent worth of every individual and treating everyone with dignity. Accountability - being prepared to take ownership of and be held accountable for our commitments and actions.

WHO WE ARE LOOKING FOR

Applications are for final year PGDA or CTA students for the CA Programme and Mathematics, Economics, Finance or Statistics for the Quants Programme.

HOW TO APPLY

To apply please go to the Nedbank Careers Website.

Types of jobs

Finance, Economics, Accounting, Statistics, Mathematics, jobs are Cluster specific

? Opportunities on offer

Vacation/Internship
Graduate Opportunity

Expo dates

Accounting Expo (24 July 2019)
Epic Job Expo (7 August 2019)



Website:

www.nedbank.co.za/content/nedbank/desktop/gt/en/careers.html



Apply at

www.nedbank.co.za/content/nedbank/desktop/gt/en/careers/work-at-nedbank3.html

Closing date for applications

05 March 2019

SA Citizenship required?

Yes

Which countries can apply?

South Africa

Location(s)

South Africa



Nexia Cape Town

When you join Nexia Cape Town, you become part of Nexia International the 9th biggest audit, tax and financial accounting consulting firm operating across 667 offices in over 120 countries. Our purpose is to work with member firms, leveraging our combined strengths to create value and enable member firms to deliver global solutions to our clients. We are a medium-sized firm of Chartered Accountants and Registered Auditors with a varied client base to which you will gain extensive exposure during your training contract.

WHO WE ARE LOOKING FOR

We seek candidates who are self-starters and who can add value to our firm's culture and values. Candidates must have successfully completed any SAICA accredited degree or studying towards such degree in 2019 e.g. BCom (CA Stream), B.Bus Sci (Fin) or PGDA.

HOW TO APPLY

Please submit your CV, detailed copy of your academic transcripts and your ID to Doreen at hmrgr@nexiasa.com.

Types of jobs

Trainee Accountant (SAICA Learnership)

? Opportunities on offer

Graduate Opportunity

Website:

www.nexiacapetown.com



Apply at

www.nexiacapetown.com

Closing date for applications

23 August 2019

SA Citizenship required?

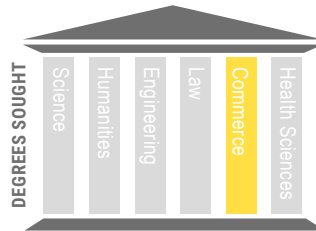
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town



Norton Rose Fulbright SA Inc

We have more than 4,000 lawyers and other legal staff based in Europe, the United States, Canada, Latin America, Asia, Australia, the Middle East and Africa. 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. Through our global risk advisory group, we leverage our industry experience with our knowledge of legal, regulatory, compliance and governance issues to provide our clients with practical solutions to the legal and regulatory risks facing their businesses.

WHO WE ARE LOOKING FOR

Applicants who are in the process of completing their BCom Law or LLB degree.

HOW TO APPLY

www.nortonrosefulbright.com/en-za/careers

Types of jobs

Candidate Attorney

? Opportunities on offer

Bursary/Scholarship

Graduate Opportunity

Expo dates

Law Expo (6 May 2019)



Website:

www.nortonrosefulbright.com/en-za



Apply at

www.nortonrosefulbright.com/en-za/careers

Closing date for applications

16 December 2019

SA Citizenship required?

Yes

Which countries can apply?

South Africa

Location(s)

Cape Town, Durban, Johannesburg



Oasis Group Holdings (Pty) Ltd

Oasis is an established global wealth management company that offers a comprehensive range of investment products on the back of a competitive investment philosophy and a sustainable framework of operating values. Oasis's unwavering commitment to deliver sustained excellence across performance, service and administration to our clients has ensured an improvement in the lives of client, their families and society at large. Oasis, together with its global partner companies and distribution partners, delivers products and services to investors based in South Africa, the United Kingdom, Ireland, Middle East Switzerland, Mauritius and South East Asia.

WHO WE ARE LOOKING FOR

High calibre graduates with majors in: Finance, Accounting, Economics, Computer, Actuarial Sci, IS, Marketing, Org Psych, Quantitative Finance, Analytics, Management and Property Studies, Materials Sci, Quantity Surveying Project, Construction Management, Mathematics.

HOW TO APPLY

Submit your CV, motivation letter, university transcripts, Matric/A-Level/O-Level transcripts, copy of ID/Passport and a 2-minute video motivating your application to recruitment@oasiscrest.com.

Types of jobs

Banking, Finance, Marketing, Legal, Property Construction, Property Development, IT, HR

? Opportunities on offer

Bursary/Scholarship

OASIS



Vacation/Internship
Graduate Opportunity

Website:

www.oasiscrest.com



Apply at

www.oasiscrest.com

Closing date for applications

31 December 2019

SA Citizenship required?

No

Which countries can apply?

Globally

Location(s)

Cape Town, Dublin, Durban, Johannesburg, London



Overberg Food Distributors

We specialise in wholesale and distribution of fresh and frozen foods. Our national footprint sets us apart from competitors. We are the second largest FMCG distributors next to Bidvest. We thrive on customer satisfaction.

WHO WE ARE LOOKING FOR

We are looking for graduates in Finance; Sales and Marketing, HR and Business Management.

HOW TO APPLY

CVs can be submitted to befou@overbergfoods.co.za or nupri@overbergfoods.co.za.

Types of jobs

Finance, HR, General

? Opportunities on offer

Vacation/Internship
Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)

Website:

www.overbergfoods.co.za



Apply at

www.overbergfoods.co.za

Closing date for applications

31 December 2019

SA Citizenship required?

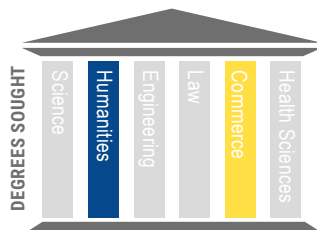
No

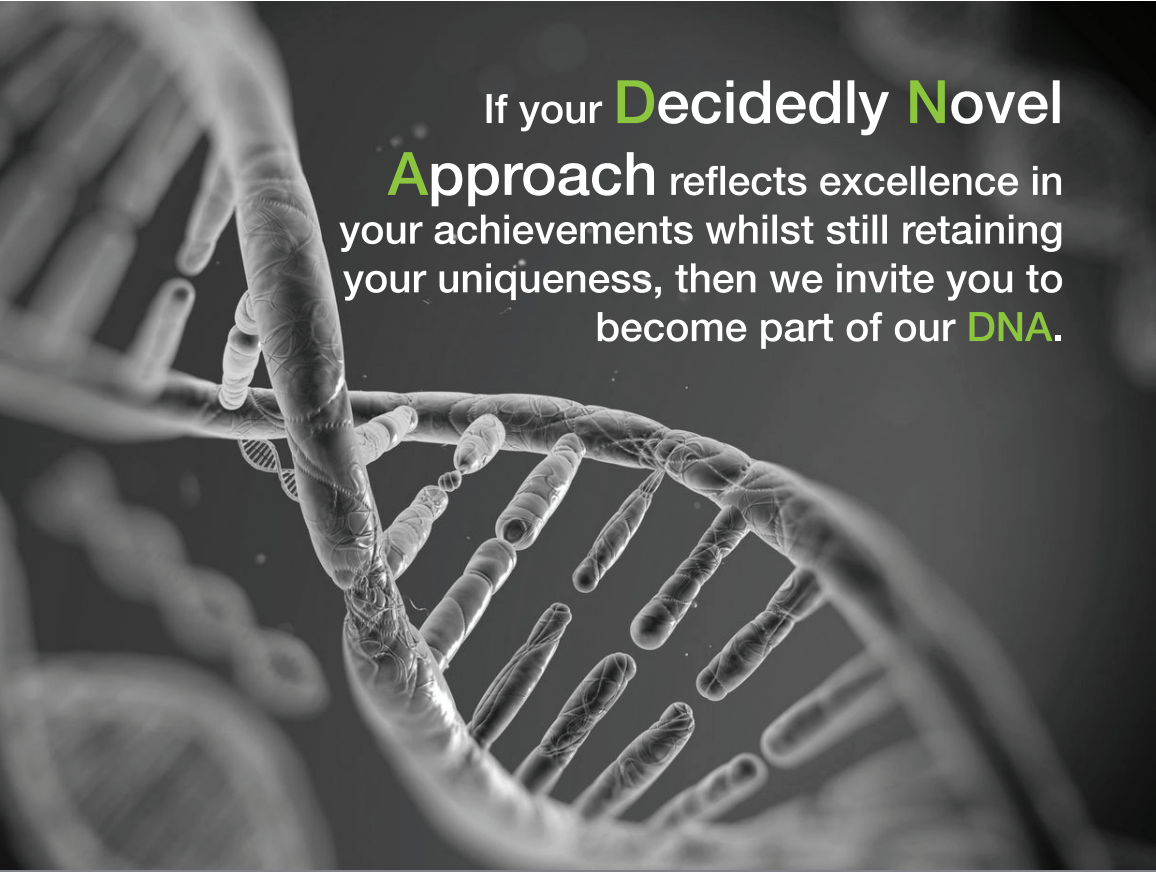
Which countries can apply?

South Africa

Location(s)

Cape Town, Port Elizabeth





If your **Decidedly Novel**
Approach reflects excellence in
your achievements whilst still retaining
your uniqueness, then we invite you to
become part of our **DNA**.

The **Oasis Graduate Programme** and **Oasis CA(SA) Programme** offers top achievers an opportunity to begin their careers in an environment that supports commitment, drive and excellence, whilst placing value on that which is most important to you. Our programmes are designed to allow you to develop your future within the investment management arena and become part of a business that is committed to its people and their growth.



For more information about career opportunities
at Oasis, visit www.oasiscrest.com or email:
recruitment@oasiscrest.com



COMMITMENT UNWAVERING

Partners in Performance

Partners in Performance is a global Management Consultancy who have built a solid reputation for delivering fully implemented, bottom-line improvements to clients across a wide range of sectors and countries. PIP has a continued growth of 30% per annum globally and the Africa office is showing the highest growth of all. As a result, we are seeking out top-class talent to join our organisation. We look for smart, curious pragmatists. Our consultants have mixed backgrounds, including experience at top consulting firms as well as many professionals who have rich industry experience.

WHO WE ARE LOOKING FOR

We are looking for candidates who are smart, curious pragmatists. Ideally we focus on students who have completed BEng, BCom and BSc degree.

HOW TO APPLY

Interested applicants should submit a concise CV and a copy of all academic transcripts, including matric certificate, online at www.pip.global.

Types of jobs

Management Consultant

Opportunities on offer

Graduate Opportunity

Expo dates



Epic Job Expo (7 August 2019)

Website:

www.pip.global

Apply at

www.pip.global/en/careers

Closing date for applications

25 August 2019

SA Citizenship required?

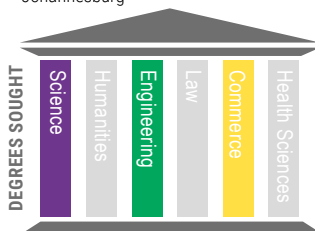
Yes

Which countries can apply?

South Africa

Location(s)

Johannesburg



Pindulo VDM (Pty) Ltd

Pindulo VDM, established in 1976, has a proud heritage and its vision is to add value by providing integrated supply chain solutions one delivery at a time. Our value proposition is leveraged upon our customer centric differentiation strategy, thus allowing us to be a supply chain partner of choice, to create sustainable employment and to play a more meaningful role in the greater society. The company offers versatile, dynamic and multi-modal supply chain solutions. We are continuing to increase our presence within the emerging economies of Africa which will contribute to our ongoing growth.

WHO WE ARE LOOKING FOR

We are recruiting qualified candidates within the Supply Chain and Logistics, Engineering, Finance, HR and other related business fields. We are looking for stakeholders who have a passion for the industry and who can promote our customer-centric strategy.

HOW TO APPLY

Please submit your 2 page CV and cover letter along with a copy of your academic transcripts to jobs@pindulovdm.co.za.

Types of jobs

Logistics Coordinators, Import and Export Controllers, Fleet Managers, BCom Logistic Graduates, Industrial Engineering Graduates

Opportunities on offer

Graduate Opportunity



Website:

www.vdmsa.com

Apply at

jobs@pindulovdm.co.za

Closing date for applications

31 December 2019

SA Citizenship required?

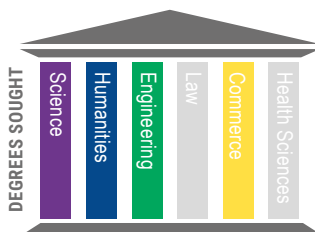
Yes

Which countries can apply?

South Africa

Location(s)

Gauteng, Saldanha





www.pip.global



PKF South Africa

PKF is one of the largest mid-tier accounting networks in the country, making us big enough to provide an excellent career foundation, and small enough for you to make a difference. Develop your true potential and receive unique opportunities needed for your personal growth and development as a trainee accountant.

WHO WE ARE LOOKING FOR

BCom Financial Accounting CA stream, BBusSc in Management Studies: Finance with Accounting or PGDA graduates. We are looking for Trainee Accountants with real commitment, a strong work ethic, a willingness to develop expertise and a can-do attitude.

HOW TO APPLY

Please submit your CV, ID, Matric results and Full academic transcripts to hr.constantiavalley@pkf.co.za.

Types of jobs

SAICA Trainee Accountant Contracts



Opportunities on offer

Graduate Opportunity

Expo dates

Accounting Expo (24 July 2019)



Website:

www.pkfexperience.co.za



Apply at

www.pkfexperience.co.za/

Closing date for applications

31 December 2019

SA Citizenship required?

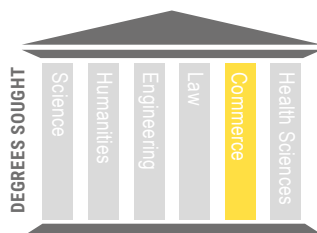
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town, Durban, George, Johannesburg, Knysna, Port Elizabeth, Welkom



Prescient

Prescient is a multinational business whose operations in financial services span Sub-Saharan Africa, Europe and Asia. Prescient's offerings include investment management, unit trusts, fund and administration services, stockbroking, wealth management, retail and institutional retirement products and insurance products.

WHO WE ARE LOOKING FOR

Do you have a strong academic record, leadership ability, a history of achievement and a passion for Financial Markets? We look for graduates across Ecos, Stats, Maths, Actuarial Science, Finance/Investment management and Financial Risk Management.

HOW TO APPLY

Send your CV, coupled with your academic certificates and transcripts to graduaterecruitment@prescient.co.za. Come and meet us at the Epic Job Expo.

Types of jobs

Investment Research, Quantitative Research, Trading, Fund Administration and Operations, Fund Accounting, Client Service and Administration, Projects and Business Analyst



Opportunities on offer

Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)



Website:

www.prescient.co.za



Apply at

www.prescient.co.za

Closing date for applications

30 September 2019

SA Citizenship required?

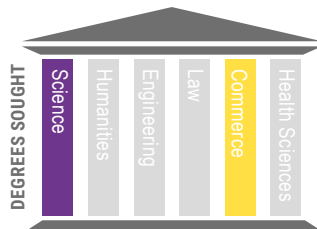
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town



Procter & Gamble

P&G is one of the leading FMCG companies in the world and has been proudly serving the consumer needs of South Africa since 1995 out of our locations in Sandton and our Plant in Kempton Park. Our team of around 300 serves South Africa with our leading brands (including Ariel, Pampers, Always, Gillette, Pantene, Vicks, and Oral B), and our community engagement campaigns (Always Keeping Girls in School and the Clean Safe Drinking Water initiative). We are an equal opportunity employer and value diversity at our company. Our mission of Diversity and Inclusion is: "Everyone valued. Everyone included. Everyone performing at their peak".

WHO WE ARE LOOKING FOR

3rd and 4th year students across any discipline who are seeking a challenging career within the company. South African citizens with a valid ID and who are fluent in English.

HOW TO APPLY

Please submit all applications via our online recruiting portal: www.pgcareers.com.

Types of jobs

Brand/Marketing, Sales, IT, HR, Finance, Supply Chain/Logistics, Engineering

Opportunities on offer

Vacation/Internship
Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)



Website:

za.pg.com



Apply at

www.pgcareers.com

Closing date for applications

03 May 2019

SA Citizenship required?

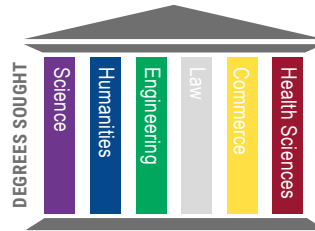
Yes

Which countries can apply?

South Africa

Location(s)

Johannesburg



Prodigy Finance

Prodigy Finance is a platform that enables financing for international postgraduate students at the world's best universities, whilst delivering competitive financial and social returns to alumni, institutional and private investors. We're looking for dynamic and energetic graduates to help us with this mission! This borderless and innovative model enables education loan financing to students from across the globe, whilst using predicted post-degree affordability rather than present-day salary. Since 2007, Prodigy Finance has extended over US\$500 million through the platform to fund over 12,000 students from over 120 countries.

WHO WE ARE LOOKING FOR

We are looking for students with an undergraduate degree and who has work experience/job-shadowing.

HOW TO APPLY

Please apply by visiting our Careers website here: www.prodigyfinance.com/careers/job-openings.

Types of jobs

Finance, Credit Risk, Operations, Capital Markets

Opportunities on offer

Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)



Website:

www.prodigyfinance.com



Apply at

www.prodigyfinance.com/careers/job-openings

Closing date for applications

31 December 2019

SA Citizenship required?

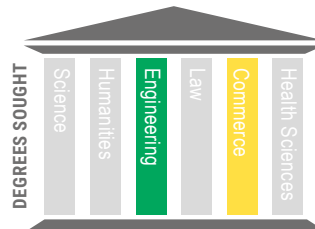
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town





DAY 1.

always



**DO
SOMETHING
THAT
MATTERS
#PGDAY1**

Learn more about careers at P&G.
africa.pgcareers.com

PSG

PSG is a leading independent financial services group, with an extensive national footprint and both a Namibian and Mauritian presence. In operation since 1998, we offer a value-orientated approach to our clients' financial needs, from asset and wealth management to insurance. Our business consists of three operating divisions: PSG Wealth, PSG Asset Management and PSG Insure. Each applies its own dedicated focus to our clients' financial well-being.

WHO WE ARE LOOKING FOR

The ideal candidate would have an academic degree specialising in the Engineering, Technology, Math/Stats and Investment fields.

HOW TO APPLY

Visit PSG's Careers page on our website: <https://psg.co.za> Complete the registration process and upload your CV, transcripts and a copy of your ID. Click on the applicable Graduate Position and apply.

Types of jobs

Information Systems (Business Analyst), Computer Science (Developer), Process Engineer, Software Engineer, Investment, Finance

? Opportunities on offer

Bursary/Scholarship
Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)



Website:

www.psg.co.za



Apply at

www.psg.co.za/careers/

Closing date for applications

31 October 2019

SA Citizenship required?

Yes

Which countries can apply?

South Africa

Location(s)

Cape Town, Johannesburg, Pretoria



PwC

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

We invite applications from students studying towards the following degrees at any recognised university in South Africa: BCom Accounting, BCompt, Bachelor in Accounting, Business Science Finance -CA, BSc Computer Science, BCom or BSc Information Technology.

HOW TO APPLY

Apply online on www.pwc.com/za/students.

Types of jobs

Assurance (Auditing), Tax and Advisory (Consulting)

? Opportunities on offer

Bursary/Scholarship
Vacation/Internship
Graduate Opportunity

Expo dates

Accounting Expo (24 July 2019)
Epic Job Expo (7 August 2019)



Website:

www.pwc.co.za/careers



Apply at

www.pwc.co.za/students

Closing date for applications

31 October 2019

SA Citizenship required?

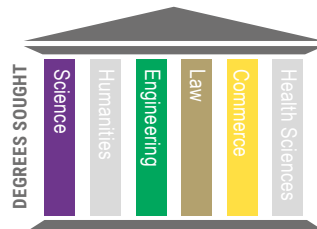
Yes

Which countries can apply?

South Africa

Location(s)

South Africa



Quintessence

Quintessence is a globally competitive business, providing unique custom-built solutions to the Asset Management Industry. Founded in 2004 by investment managers and software engineers. Quintessence comprises development, consulting and marketing divisions. Our young and dynamic team of financial, mathematical and software development experts allows us to provide and support an industrial-strength decision support platform that seamlessly integrates with all aspects of the financial investment process.

WHO WE ARE LOOKING FOR

We are looking for two type of candidates: Data Engineers and Software Developers. You will need strong academics in BSc Computer Science, B.IT or Informatics related degrees, Mathematics, Applied Mathematics, Actuarial Science or an Engineering degree.

HOW TO APPLY

Fill in an application form at the Expo or email recruitment@quintessenceemail.com for the application form.

Types of jobs

Data Engineers and Software Developers

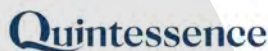


Opportunities on offer

Vacation/Internship
Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)



Website:

www.quintessencesoftware.com



Apply at

www.quintessencesoftware.com/careers/

Closing date for applications

31 August 2019

SA Citizenship required?

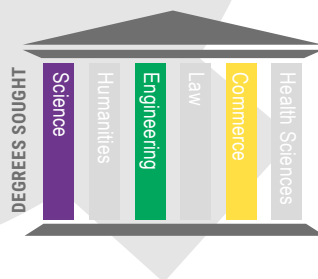
No

Which countries can apply?

Globally

Location(s)

Cape Town



Rand Merchant Bank

Rand Merchant Bank (RMB), a division of FirstRand Bank Limited, is leading African corporate and investment bank and part of one of the largest financial services in Africa. We offer innovative value added advisory, funding, trading, corporate banking and principal investment solutions. As the investment banking arm of FirstRand Bank Ltd, RMB has a deal footprint across 35 countries and offices in Namibia, Botswana, Angola and Kenya, RMB also operates in the UK, India, China, and the Middle East.

WHO WE ARE LOOKING FOR

Postgraduate students who have excelled academically and show a passion for finding solutions in Commerce, Science, Technology, Engineering and Mathematics. Please note that the RMB Graduate Programme is open to South African students only.

HOW TO APPLY

Submit applications online at www.rmb.co.za.

Types of jobs

Banking



Opportunities on offer

Graduate Opportunity

Website:

www.rmb.co.za



Apply at

www.rmb.co.za/page/rmb-graduate-programme

Closing date for applications

30 June 2019

SA Citizenship required?

Yes

Which countries can apply?

South Africa

Location(s)

Johannesburg



Rand Water

Rand Water is a state owned organization reporting to the Department of Water and Sanitation and is currently based in Johannesburg. Rand Water's mandate is bulk water supply and sanitation. Rand Water is the largest bulk water utility in Africa with 3 200 kilometres of pipeline and it supplies on average 4 323 million litres of water daily. Rand Water's jurisdiction is Gauteng, parts of North West, Free State and Mpumalanga provinces.

WHO WE ARE LOOKING FOR

3rd year students in BCom Accounting, Certificate in Theory in Accounting (CTA) and PGDA.

HOW TO APPLY

Online through Rand Water Website.

Types of jobs

Chartered Accountants Programme

? Opportunities on offer

Bursary/Scholarship
Vacation/Internship
Graduate Opportunity

Expo dates

Accounting Expo (24 July 2019)



Website:

www.randwater.co.za



Apply at

www.randwater.co.za

Closing date for applications

30 September 2019

SA Citizenship required?

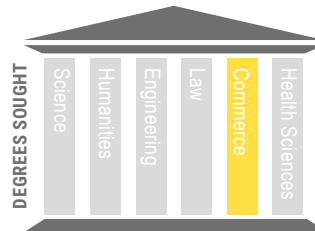
Yes

Which countries can apply?

South Africa

Location(s)

Johannesburg



RBB Economics LLP

RBB Economics specialises in the application of economics to competition law. We routinely work with the leading law firms in a wide range of jurisdictions on assignments spanning all sectors of the economy and involving all manner of competition issues. We regularly submit expert reports and provide expert testimony to national competition authorities, courts, tribunals and arbitration proceedings. In South Africa, we have extensive experience of Competition Commission investigations and of testifying before the Competition Tribunal.

WHO WE ARE LOOKING FOR

Essential BComHons, MCom or PhD in Economics. We are looking for entry level candidates to join our Johannesburg office as Associates or in internship positions. Candidates should show a strong interest in industrial organization and microeconomics.

HOW TO APPLY

Please send your CV, cover letter and academic transcripts to vacancies@rbbecon.com. For further information please visit our website.

Types of jobs

Associate or Internship

? Opportunities on offer

Vacation/Internship
Graduate Opportunity



Website:

www.rbbecon.com



Apply at

www.rbbecon.com

Closing date for applications

01 January 2020

SA Citizenship required?

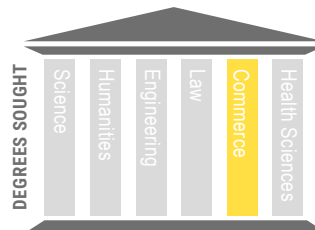
Yes

Which countries can apply?

South Africa

Location(s)

Johannesburg



RBB Economics offers career opportunities for entry level economists

Who are we?

RBB Economics is an independent economics consultancy specialising in competition policy. We are one of the largest competition economics practices in the world, with offices in London, Brussels, The Hague, Johannesburg, Melbourne, Madrid, Stockholm, Paris and Düsseldorf. Our work concerns the behaviour of firms with market power, and covers issues such as mergers, vertical agreements, joint ventures, price setting and the abuse of dominant positions.

We work in dedicated, multi-national teams which combine the experience and expertise relevant to each case. This enables us to respond to our clients' needs in a focused and flexible manner. We offer a hands-on service, supporting and working in partnership with our clients and their legal advisers.

Our working environment

The work at RBB is stimulating, challenging, demanding and rewarding. We give our staff the opportunities they need to flourish professionally, including early responsibility for our work product and to engage directly with clients and their legal advisors as well as with competition authorities.

However, we always offer our staff support, guidance and career progression advice from more experienced team members.

RBB is meritocratic, not hierarchical and offers a supportive and highly sociable working environment that adds greatly to the enjoyment of working here.

Our clients

RBB have built up strong relationships with clients from all areas of industry and commerce as well as with all of the major law firms specialising in competition law. Over the years we have been involved in hundreds of the most high-profile competition cases around the world.

Our expertise is wide ranging, from industries such as energy, mining and steel, to the manufacturing of sophisticated medical equipment, financial services and sports rights.

Our requirements

We're looking for exceptional, highly motivated economists to join our multi-national team. If you have outstanding academic credentials and flourish in the face of complex, intellectually challenging issues then we would love to hear from you.

Qualifications are usually to postgraduate level, preferably with an interest in industrial organisation. We are looking for consultants with a range of quantitative and analytical skills, and the ability to communicate complex economic concepts in a clear concise style.

To apply, please send your CV with a covering letter explaining why you would like to join RBB Economics and your transcripts to vacancies@rbbecon.com

www.rbbecon.com

RCL FOODS

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 20, 000 employees. RCL FOODS is a progressive and constantly growing company, and we welcome passionate and ambitious individuals to apply to join our team. We celebrate diversity and individualism while actively encouraging personal and career growth through a broad range of training and reward programmes.

WHO WE ARE LOOKING FOR

Completed studies or currently in the final year of study, Relevant Bachelors Degree, South African citizen or permanent resident, 60 – 65% average minimum (all subjects), Computer Literacy (MS Office), Excellent Communication skills.

HOW TO APPLY

Please submit your CV, motivation, copy academic record and copy of ID to www.rclfoods.com/careeropportunities.

Types of jobs

Engineering (Mechanical, Mechatronics, Industrial, Electrical, Electronic and Chemical), Finance, IT, Supply Chain, Logistics, HR, Marketing, Agriculture, Accounting, Food Technology)

? Opportunities on offer

Graduate Opportunity



Website:

www.rclfoods.com

i Apply at

www.rclfoods.com/careeropportunities

Closing date for applications

31 August 2019

SA Citizenship required?

Yes

Which countries can apply?

South Africa

Location(s)

Cape Town, Durban, Johannesburg



REd Teachers

REd Teachers are the only genuine teacher recruitment company that is based in South Africa that recruits school teachers for England (and other areas of the Middle East and China, mainly). We have been finding teaching positions for South African teachers for 18 years. REd Teachers is run by teachers for teachers and schools!

WHO WE ARE LOOKING FOR

We are looking for teachers of Maths, Physics and Chemistry (Physical, Natural and Life Sciences teachers are eligible) and Computer Studies as well as all teachers who have or can get an Ancestry Visa or Spousal Visa or a British or European Passport.

HOW TO APPLY

Please email your CV along with a covering letter or message saying when you would be available to start to sa@redteachers.com.

Types of jobs

School teaching

? Opportunities on offer

Graduate Opportunity

Website:

www.redteachers.com



i Apply at

www.redteachers.com/latest-vacancies.html

Closing date for applications

31 December 2019

SA Citizenship required?

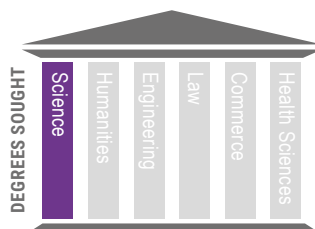
No

Which countries can apply?

Australia, Canada, Ireland, New Zealand, South Africa, UK, USA

Location(s)

London



Retro Rabbit Enterprise Services

RETRO RABBIT

Retro Rabbit is a driving force of uniqueness, creativity, and change. We are regarded as one of the top companies in South Africa when it comes to software development, user experience, and design thinking. Retro Rabbit is a company with a strong culture of excellence in software development and it reflects in the work that we do. It is one of the many reasons we work with some of the biggest and most well-known companies in South Africa.

WHO WE ARE LOOKING FOR

We look for Graduates who hold one of the following degrees: BSc Computer Science, BSc Information Technology or Design Degree (i.e. UI/UX).

HOW TO APPLY

Apply online at www.retrorabbit.co.za. Applications to consist of the following: Cover Letter, CV, Full academic transcripts from all years of study, Copy of ID/Passport.

Types of jobs

Software Engineer, UX/UI Designer



Opportunities on offer

Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)



Website:

www.retrorabbit.co.za

Apply at

<https://retrorabbit.mcidirecthire.com/external/currentopportunities>

Closing date for applications

31 August 2019

SA Citizenship required?

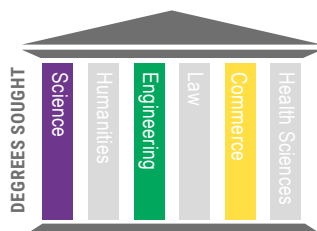
No

Which countries can apply?

Globally

Location(s)

Johannesburg



Rio Tinto

Rio Tinto 145 years proud heritage, we are a global leader in the mining and metals sector. From our diverse portfolio, we supply the metals and minerals that help the world to grow. Our major products are aluminium, copper, diamonds, gold, industrial minerals (borates, titanium dioxide and salt), iron ore, thermal and metallurgical coal and uranium. Our 47,000 people work in around 35 countries across six continents. We are strongly represented in Australia and North America, and also have significant businesses in Asia, Europe, Africa and South America.

WHO WE ARE LOOKING FOR

At Rio Tinto you can explore and develop your personal and professional potential within one of the most dynamic and diverse companies in the world. We are looking for graduates majoring in Engineering (Chemical, Mechatronics, Computer), Accounting, Geology.

HOW TO APPLY

Visit <http://www.riotinto.com/careers>, click on Login then select create a new profile. Once you have created your profile you may attach a CV and certificates.

Types of jobs

Mining (Technical, Services)



Opportunities on offer

Bursary/Scholarship
Vacation/Internship
Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)



Website:

www.riotinto.com



Apply at

www.riotinto.com/careers

Closing date for applications

31 August 2019

SA Citizenship required?

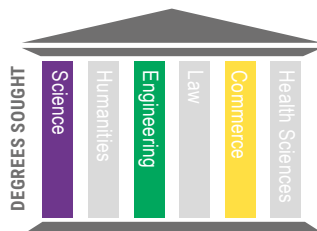
Yes

Which countries can apply?

South Africa

Location(s)

Richards Bay





Retro Rabbit is South Africa's fastest growing digital transformation specialist that was established 15 years ago. We specialise in the art of not conforming to a hierarchical corporate structure: We place a large emphasis on our culture and internal working environment.

We work closely with our clients to deliver products that surpasses clients needs, as we do not believe in just being ordinary, we always want to #BeBetter.

WHO WE ARE LOOKING FOR

ARE YOU A FLUFFY BUNDLE OF EXCITEMENT, CHARISMA, CREATIVITY AND A BOSS AT SOLVING PROBLEMS?

Then you are the kind of person (the fluff is metaphorical of course, or not... we do not judge). In this agile industry, we need individuals who will embrace this, make the best of every moment and give you the opportunity to make the best of every moment.

AN AMAZING RABBIT IS:

- » Dedicated
- » Innovative
- » Passionate
- » Driven
- » Results orientated
- » Great problem solver
- » Wants to grow and learn

GET IN TOUCH

TRISHANA MOODLEY

☎ +27 (0) 12 348 7577

✉ tmoodley@retorabbit.co.za

🌐 www.retorabbit.co.za

OFFICES

PRETORIA

📍 3 Diep in die Berg
Wapadrand, PTA
Gauteng, 0050

BRAAMFONTEIN

📍 19 Melle Street
Braamfontein, JHB
Gauteng, 2017

RETRO  RABBIT

RSM South Africa Inc.

RSM is the sixth largest global network of audit, tax and consulting experts with offices in 116 countries across the world. The network's total fee income is USD5.4 billion. As an integrated team, we share skills, insight and resources, as well as a client-centric approach that's based on a deep understanding of our clients' needs. We have a broad-based clientele which includes both local and international clients, of both a personal and corporate nature. We provide clients with a multi-disciplinary service offering to ensure there are no gaps in their needs. RSM South Africa Inc falls into the category of medium sized firms.

WHO WE ARE LOOKING FOR

Applicants must be studying towards a BCom Accounting or similar, Honours, PGDA, CTA or equivalent SAICA accredited degree. Students who have attempted their post-graduate degrees will also be considered.

HOW TO APPLY

Interested applicants can send their CVs and transcripts to rsm.ct.recruitment@rsmza.co.za.

Types of jobs

Audit, Bookkeeping, Tax Compliance Officers

? Opportunities on offer

Vacation/Internship
Graduate Opportunity

Expo dates

Accounting Expo (24 July 2019)



Website:

www.rsm.global/southafrica/



Apply at

www.rsm.global/southafrica/join-rsm-team

Closing date for applications

01 December 2019

SA Citizenship required?

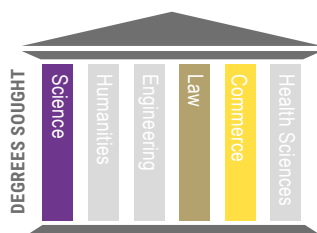
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town



SANNE

SANNE is a leading global provider of alternative asset and corporate administration services. Established for over 30 years and listed as a FTSE 250 company on the Main Market of the London Stock Exchange, SANNE employs more than 1,400 people worldwide and administers structures and funds that have in excess of £215 billion of assets. As leaders in our field, we deliver tailored fiduciary services to a highly valued international client base through a global network of regulated businesses within 18 leading financial jurisdictions spread globally across the Americas, Europe, Africa and Asia-Pacific.

WHO WE ARE LOOKING FOR

We are looking for graduates with a Commerce degree preferably with Financial Accounting 3, Taxation, Auditing or Internal Auditing, Management Accounting, Corporate Law or Commercial Law.

HOW TO APPLY

Please submit your CV to recruit@sannegroup.com.

Types of jobs

Trainee Fund Accountant

? Opportunities on offer

Graduate Opportunity

Expo dates

Accounting Expo (24 July 2019)



Website:

www.sannegroup.com

Apply at

www.sannegroup.com/careers/current-vacancies/?location=2773

Closing date for applications

31 December 2019

SA Citizenship required?

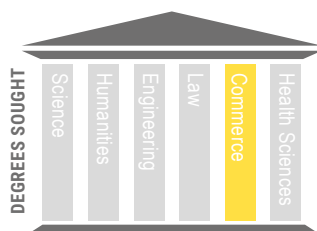
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town



BE VALUED AS AN INDIVIDUAL AND MENTORED AS A FUTURE LEADER

- 
- INDIVIDUAL PARTNER ATTENTION
 - SUPPORTIVE AND NURTURING ENVIRONMENT
 - FOCUS ON MENTORING AND DEVELOPMENT
 - WIDE RANGE OF AUDIT EXPERIENCE
 - DIVERSE CLIENT BASE
 - FIRM WIDE STUDY SUPPORT
 - INTERNATIONAL OPPORTUNITIES & SECONDMENTS
 - FUN SOCIAL NETWORKING

Join our global team of 41 000 talented professionals in 116 countries. We'll empower you to face the future with confidence through extensive training and development.

Experience the power of being understood.
Experience RSM.

www.rsmza.co.za

Singular Pty Ltd

Singular is an independent owner-managed strategy and investment consulting firm with a global footprint. We are a fast-growing management consultancy, facilitating long-term strategy development and advising our clients on critical investment decisions. For more than ten years our clients across Europe, Southern Africa, Russia/ CIS, Asia and Latin America have enjoyed working with us due to our forward-thinking strategy, first-hand knowledge of the most innovative technologies and solutions, practical approach and execution focus.

WHO WE ARE LOOKING FOR

WE ARE HIRING: All final year BSc or MSc Finance and/or Business Administration Students. WHAT WE LOOK FOR: Eagerness to learn, push boundaries and take initiative, strong problem-solving skills, willingness to travel.

HOW TO APPLY

Please submit you CV, Cover letter and your transcripts to careers@singular.ch.

Types of jobs

Management Consulting

? Opportunities on offer

Vacation/Internship
Graduate Opportunity

Website:

www.singular.ch



Apply at

<http://singular.ch/careers/>

Closing date for applications

31 December 2019

SA Citizenship required?

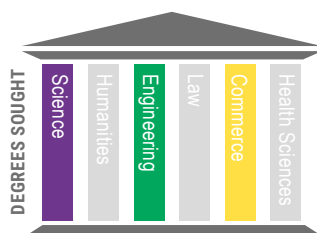
No

Which countries can apply?

Globally

Location(s)

Johannesburg, Moscow, Munich



Small Enterprise Foundation

The Small Enterprise Foundation is a Micro-finance, NGO which aims to alleviate poverty by reaching the poor and very poor with a range of financial and non financial services that will help them lead a sustainable lives and create employment. We exist across South Africa with various clients in provinces such as Limpopo, North West, Mpumalanga, Part of Gauteng, KZN and Eastern Cape. We currently have more than 170 000 clients.

WHO WE ARE LOOKING FOR

Degree, Honours, and/or Masters in Business Management, Accounting, IT, International Relations, Human Resources, Social Sciences, Computer Science.

HOW TO APPLY

Submit one page CV, Cover Letter, Certified ID Copy, Academic Transcripts and Qualifications.

Types of jobs

Finance, IT, Quality and Compliance, Research and Development, Operations

? Opportunities on offer

Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)



Website:

www.sef.co.za



Apply at

www.sef.co.za

Closing date for applications

31 August 2019

SA Citizenship required?

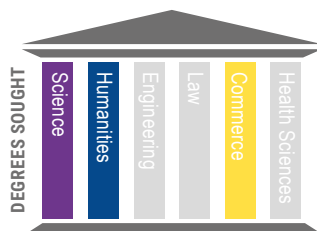
Yes

Which countries can apply?

South Africa

Location(s)

Limpopo



SNG Grant Thornton

SNG Grant Thornton is the biggest black owned auditing firm in South Africa that offers SAICA training program to students who is studying towards there CTA2 or those who have already obtained it. With us you will find a company that wants to see you reach your potential.

WHO WE ARE LOOKING FOR

We are looking for students who is studying toward qualifying as chartered accountants.

HOW TO APPLY

Please visit our website at www.grantthornton.co.za to complete an application form.

Types of jobs

SAICA Training Programme

? Opportunities on offer

Graduate Opportunity

Expo dates

Accounting Expo (24 July 2019)

Website:

www.grantthornton.co.za



Apply at

www.grantthornton.co.za

Closing date for applications

31 October 2019

SA Citizenship required?

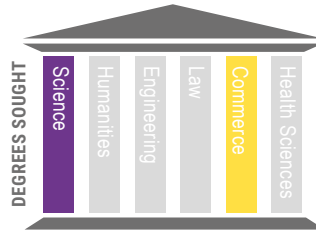
No

Which countries can apply?

South Africa

Location(s)

Bloemfontein, Cape Town, Durban, Kimberly, Johannesburg, Mafikeng, Nelspruit, Polokwane, Rustenberg



SOLIDitech

We are on a mission to help our clients bring about the Fibre Internet Revolution and help them deliver high-speed Internet Services to millions of people all over the world. SOLIDitech is recognised as a leader in Business Automation Software, pioneering approaches on how to apply modern software technologies to solve very real world business problems. We're innovating new ways to deliver Marketing, Sales, Finance and Support functions, which are critical to every business. SOLID, our Business Automation platform, makes use of a number of software technologies to improve the way businesses work. To our clients, we really make a difference.

WHO WE ARE LOOKING FOR

As a Business Automation Solution Provider, we offer a number of positions: Scrum Manager, Software Engineer, Quality Assurance Analyst. What we look for: Creativity, good communication, attention to detail, team players, confidence and problem-solvers.

HOW TO APPLY

Visit our Website at: www.soliditech.com.

Types of jobs

Software Engineer, Quality Assurance Analyst; Scrum Manager, Project Manager

? Opportunities on offer

Vacation/Internship
Graduate Opportunity



Expo dates

Epic Job Expo (7 August 2019)

Website:

www.soliditech.com

Apply at

www.soliditech.com/careers-technology-development/

Closing date for applications

31 December 2019

SA Citizenship required?

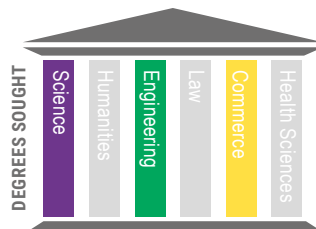
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town, Johannesburg



WHEN WE STEER SUSTAINABLE
DEVELOPMENT,
WE STEER WITH PURPOSE.

#aprofessionofnationalvalue



The world is ready for leaders who will create a positive impact across the globe. Our members are taking up the call to make a visible difference. We have embraced the United Nations' 17 Sustainable Development Goals initiative, supporting people and organisations across South Africa and the world to address the issues that affect us all – poverty, hunger, health, education, climate change, gender equality, water, sanitation, energy, environmental and social issues. When we have a united vision and the skills to make it a reality, we have the ability to steer the world and make a sustainable difference.

To learn more about how SAICA partners for purpose-driven growth, visit www.saica.co.za today.



S-RM

S-RM is a global consultancy that helps clients manage regulatory, reputational and operational risks. Our team is made up of the brightest industry experts, delivering Corporate Intelligence, Crisis Management and Cyber Security with unrivalled responsiveness and discretion. We enable organisations and individuals to minimise business interruption and unlock commercial opportunities in 140 plus countries.

WHO WE ARE LOOKING FOR

As a minimum, a Bachelor's degree (2.1 or higher); Excellent written and spoken English; Excellent research and investigative skills; A clear interest in regional political and business affairs; Outstanding interpersonal skills.

HOW TO APPLY

To apply for this role, please email your CV and cover letter to CTcareers@s-rminform.com.

Types of jobs

Analyst

? Opportunities on offer

Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)

Website:

www.s-rminform.com/



Apply at

www.s-rminform.com/

Closing date for applications

30 June 2019

SA Citizenship required?

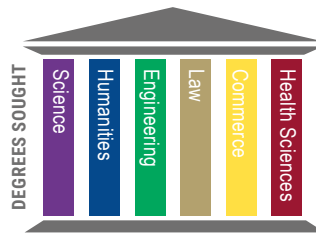
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town



Standard Bank of South Africa



"Africa is our home, and we are focused on driving her growth." With a heritage of over 150 years, we are a leading integrated financial services group on the African continent. We have an on-the-ground presence over 20 countries in sub-Saharan Africa, fit-for-purpose representation outside Africa and a strategic partnership with ICBC. This unique footprint supports our strategy to connect African markets to each other and to pools of capital globally. We are committed to developing youth through our graduate programmes and other initiatives. The young people that join us are exposed to various aspects of the business.

WHO WE ARE LOOKING FOR

Law, Accounting, Accounting CA Route, General, Actuarial, Engineering, IT, BCom (General, Finance, Financial Management, Economics, Econometrics, Business Management) BSc (Mathematics Statistics, Data Mining, Finance, BBusiness Science, Computer Science).

HOW TO APPLY

Visit our Website and upload all the required documents.

Types of jobs

Banking, Finance, IT Accounting and many more

? Opportunities on offer

Vacation/Internship

Graduate Opportunity

Website:

www.graduate.standardbank.com/standing/Graduate/index.html



Apply at

<http://graduate.standardbank.com/standing/Graduate/index.html>

Closing date for applications

15 June 2019

SA Citizenship required?

Yes

Which countries can apply?

South Africa

Location(s)

Johannesburg



STBB Attorneys

STBB is a firm of attorneys, specialising in the following legal areas: Property and Commercial law, Litigation, Family Law, Labour Law, Construction Law, Estates and Trusts and Third Party Claims. We have 7 branches in the Western Cape, 4 in Gauteng and 1 branch in East London.

WHO WE ARE LOOKING FOR

Applicants must have a law degree, while any of the following combinations (BComm. Law, BA Law and LLB) would be acceptable. Practical experience via a vacation program is essential. Involvement in community projects will also add value.

HOW TO APPLY

Please forward the following documents via e-mail to MarianneM@stbb.co.za. Summarised CV & cover letter, Certified copy of ID, Certified copies of academic transcripts, Two dated testimonials, not older than 6 months.

Types of jobs

Candidate Attorneys, Paralegals, Assistants

Opportunities on offer

Vacation/Internship
Graduate Opportunity

Expo dates

Law Expo (6 May 2019)



Website:

www.stbb.co.za



Apply at

www.stbb.co.za

Closing date for applications

30 April 2019

SA Citizenship required?

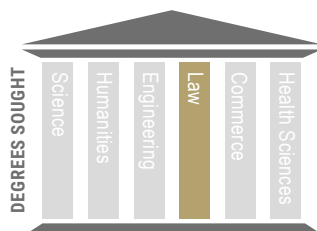
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town, East London, Johannesburg



Tata Consultancy Services SA PTY Ltd.

Tata Consultancy Services is an IT services, consulting and business solutions organisation that has been partnering with many of the world's largest businesses in their transformation journeys for the last fifty years. TCS offers a consulting-led, Cognitive powered, integrated portfolio of IT, Business & Technology Services, and engineering. This is delivered through its unique Location Independent Agile delivery model, recognised as a benchmark of excellence in software development. A part of the Tata group, India's largest multinational business group, TCS has over 417,000 of the world's best-trained consultants in 46 countries.

WHO WE ARE LOOKING FOR

Final year Graduates in Computer Science, Engineering and Information Technology.

HOW TO APPLY

Send applications to jasvinder.arorha@tcs.com and r.blaauw@tcs.com. Also apply online - <https://nextstep.tcs.com/campus/?geo=VUtN#/GlobalRegistration>.

Types of jobs

Information Technology

Opportunities on offer

Graduate Opportunity

Website:

www.tcs.com



Apply at

<https://nextstep.tcs.com/campus/?geo=VUtN#/GlobalRegistration>

Closing date for applications

31 December 2019

SA Citizenship required?

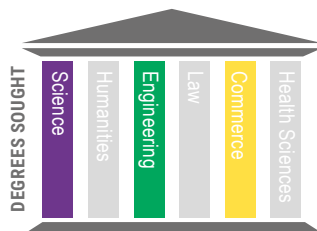
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town, Johannesburg



Torrecid South Africa

Torrecid is a multinational business group with its headquarters based in Castellon (Spain). The company is dedicated to providing products, services, solutions and future trends to the ceramic sector (Tiles, tableware and sanitaryware) and the glass industry. Working at Torrecid will give you the opportunity to face professional challenges and to go as far as your talent and ambition allows you to. The variety of companies and countries in which we are present allows employees a wide range of international possibilities. Our group innovation and leadership is the key to our success.

WHO WE ARE LOOKING FOR

BEng: Chemical, Civil, Industrial, Metallurgical and related fields. Other: BCom financial disciplines (Not CTA/CA stream). Graphic Design or Web Design related disciplines – Critical skills: Photoshop.

HOW TO APPLY

www.torrecid.com or send complete CV to: hrrsouthafrica@torrecid.com or pramulwela@torrecid.com.

Types of jobs

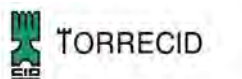
Engineering, Finance, Design

? Opportunities on offer

Vacation/Internship
Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)



Website:

www.torrecid.co.za



Apply at

www.torrecid.com

Closing date for applications

12 December 2019

SA Citizenship required?

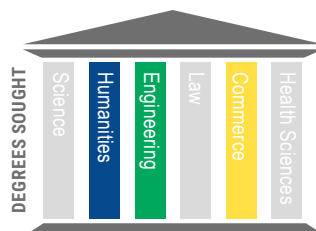
Yes

Which countries can apply?

South Africa

Location(s)

Johannesburg



Total

Our business is the manufacturing, sales and marketing of a range of petroleum products for the retail, commercial, agricultural and industrial markets. Total South Africa is committed to developing our great nation and was one of the first oil companies to introduce service stations in previously disadvantaged areas. Considered to be a pioneer within the local employment industry, Total South Africa is recognised for its substantial number of firsts when it comes to progressive transformation.

WHO WE ARE LOOKING FOR

Mechanical Engineering, Bcom Accounting Degree, Bachelors of Science Degree in Occupational Health & Safety, Honours Transport Economics, Business law and Purchasing.

HOW TO APPLY

Interns needs to apply via our website or upload their CVs on www.nomadnow.co

Types of jobs

Finance, B2B, Retail, Purchasing, HR

? Opportunities on offer

Vacation/Internship
Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)



Website:

www.total.co.za



Apply at

www.nomadnow.co/#/dashboard

Closing date for applications

30 October 2019

SA Citizenship required?

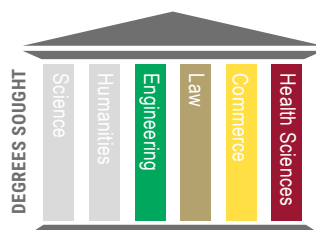
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town, Durban, Johannesburg, Nelspruit



SO YOU'VE GOT THE DEGREE BUT HAVE YOU GOT THE JOB?

Future-proof your career with a full-time or part-time IIE postgraduate qualification:

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- **BCom Honours in Strategic Brand Management**
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GRAPHIC DESIGN



DIGITAL DESIGN



COPYWRITING



GAME DESIGN



PHOTOGRAPHY



FASHION DESIGN



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DIGITAL MARKETING



BRAND COMMUNICATION



BRAND MANAGEMENT

MASTER'S

HONOURS

DEGREES

DIPLOMAS

CERTIFICATES

Truworhts

At Truworhts, you'll find a dynamic business environment where our staff are constantly challenged to reinvent the way we do business in order to keep us at the forefront of the South African fashion industry. Take a walk through our stores or offices and you'll encounter an infectious love of fashion and a tangible will to succeed among the people who make up our business, both of which are key to keeping us at least one step ahead of the competition. In the words of our CEO, Michael Mark, "The theme is simple...it's all about fashion. This straightforward concept is a powerful reminder about what Truworhts is all about – fashion."

WHO WE ARE LOOKING FOR

Youthful, innovative and ambitious individuals who thrive on challenges. Academic qualifications BCom (All); BSocSc; BBusSc; BSc Computer Science students are invited to apply.

HOW TO APPLY

Apply online all year round for one of our exciting Graduate Training Programmes www.truworhts.co.za. Visit our social media pages (Truworhts careers) for annual bursary and internship opportunities.

Types of jobs

Trainee Planner, Trainee Buyer, Trainee Designer, Trainee Garment Technologist, Trainee Sourcing Coordinators, Trainee Risk Analyst, Information System Graduates

? Opportunities on offer

Graduate Opportunity

TRUWORTHS

Expo dates

Epic Job Expo (7 August 2019)

Website:

www.truworhts.co.za



Apply at

www.truworhts.co.za

Closing date for applications

31 December 2019

SA Citizenship required?

Yes

Which countries can apply?

South Africa

Location(s)

Cape Town



VAT IT

VAT IT is one of the world's leading VAT and Tax reclaim companies assisting over 8,000 clients around the world with foreign tax reclaim. We operate from 35 wholly owned offices situated in Europe, Asia, Africa and America and employ over 700 knowledgeable specialists dedicated to our core business of cross border tax refunds. VAT IT has been involved in the indirect tax industry for over 17 years. We service many types of institutional clients including Banks, Mining Houses, Industrial and Telecommunication Businesses.

WHO WE ARE LOOKING FOR

We are looking for accounting and law graduates with strong academics in a business related discipline. Strong analytical and numeracy skills as well as innovative thinking is highly valued at VAT IT.

HOW TO APPLY

Please submit your CV to recruitment@vatit.com.

Types of jobs

Client service, financial manager, IT, Business developer

? Opportunities on offer

Bursary/Scholarship
Vacation/Internship
Graduate Opportunity

Expo dates

Accounting Expo (24 July 2019)



Website:

www.vatit.com/en/what-we-reclaim



Apply at

www.vatit.com

Closing date for applications

31 December 2019

SA Citizenship required?

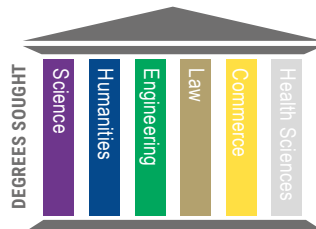
Yes

Which countries can apply?

South Africa

Location(s)

Globally



Werksmans Attorneys

Established in the early 1900s, we are an ambitious and leading South African corporate and commercial law firm based in Johannesburg and the Western Cape serving multinationals, listed companies, financial institutions, entrepreneurs and government. Our people are bound by a common drive to be involved in and make a positive impact on the matters that define South Africa today and will shape the future of our country.

WHO WE ARE LOOKING FOR

We look for candidates with a passion for the law. We also want candidates with diverse interests.

HOW TO APPLY

All our application are done online. Visit our website.

Types of jobs

Candidate Attorney programme and vacation programme

? Opportunities on offer

Vacation/Internship

Expo dates

Law Expo (6 May 2019)

Website:

www.werksmans.com/graduates/



Apply at

www.werksmans.com/graduates/

Closing date for applications

30 April 2019

SA Citizenship required?

Yes

Which countries can apply?

South Africa

Location(s)

Cape Town, Johannesburg



wiGroup

wiGroup is a pioneering software business founded in 2007, with a focus on the development of mobile transaction and application technology, specialising in the integration of our tech into retailers' point of sale software. We are passionate about building mobile solutions that enable retailers to give consumers more value using mobile-driven, swift, secure and convenient transactions. We have strong values and we live them. Passion, fun, excellence, integrity, collaboration, value, people, innovation and initiative are at the core of what we do.

WHO WE ARE LOOKING FOR

We're always seeking those who question and want to re-imagine the way the world works, keen to help realise a smarter way for business & consumers to interact.

HOW TO APPLY

Please visit www.wigroupinternational.com to have a view of just how amazing the environment and company is that you would be walking in to should you choose to take up an opportunity working with us, Pursuing the Remarkable.

Types of jobs

Computer Science and Technology

? Opportunities on offer

Vacation/Internship

Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)



Website:

www.wigroupinternational.com



Apply at

www.wigroupinternational.com/careers

Closing date for applications

31 December 2019

SA Citizenship required?

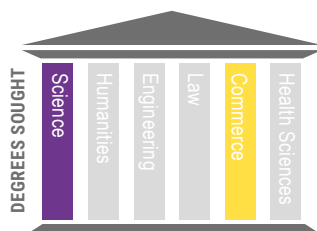
Yes

Which countries can apply?

South Africa

Location(s)

Cape Town





We are not solely scientific when it comes to hiring.
Because we believe in human chemistry.
And action.

So if you think you have the DNA to get us excited,
react now.

Werksmans.
Activate your legal career with us.

> Keep us close

The Corporate & Commercial Law Firm
werksmans.com/graduates
A member of the LEX Africa Alliance



Willearn

Willearn is a teacher recruitment agency based in Shanghai, China. We have a recruitment division located in Johannesburg, South Africa. We're seeking full time teachers of all experience levels for education-related positions in China. Our vision is to be the leading service provider in our industry and to be the most reliable and responsible recruitment agency for both teachers and schools. The mission of Willearn is to find our candidate a safe, meaningful and rewarding job abroad through our efficient and professional recruitment service.

WHO WE ARE LOOKING FOR

Bachelor degree or above. Native English speaker or bilingual proficiency. Physically and mentally fit to work abroad. No criminal record.

HOW TO APPLY

Apply directly online through our website: www.willearn.com. Send us your CV to Email address: apply@willearn.com.

Types of jobs

Teacher, Educator, Recruiter

Opportunities on offer

Graduate Opportunity

Expo dates

Epic Job Expo (7 August 2019)

Website:

www.willearn.com



Apply at

www.willearn.com

Closing date for applications

31 December 2019

SA Citizenship required?

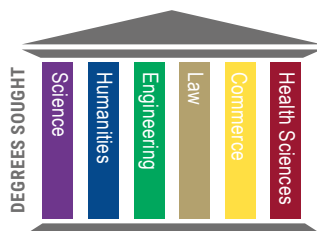
Yes

Which countries can apply?

South Africa

Location(s)

Globally



Woolworths

Woolies is part of the Woolworths Holdings Group, which includes the iconic Australian department store, David Jones, and the Australian-based Country Road Group. Employing more than 46 000 people, the Group's vision is to be one of the world's most sustainable retailers. Doing business responsibly and in the most transparent and ethical way is Woolworths' guiding principle. Given the multinational structure and complexity of the WHL Group, trainees have the opportunity to gain complex accounting and external reporting exposure across a wide variety of business units and companies.

WHO WE ARE LOOKING FOR

For our TOPP programme, we are looking for technically strong, commercially minded chartered accounting graduates. Individuals who are inspired by and aligned to our brand values of quality, collaboration, integrity and inspiration amongst others.

HOW TO APPLY

Please send your CV, academic transcript and letter of motivation stating why you would like to join the Woolies CA Training programme to financeacademy@woolworths.co.za.

Types of jobs

TOPP CA Training contract/ Articles

Opportunities on offer

Graduate Opportunity

Expo dates

Accounting Expo (24 July 2019)



WOOLWORTHS

Website:

www.woolworthsholdings.co.za



Apply at

<https://suitup.work>

Closing date for applications

30 August 2019

SA Citizenship required?

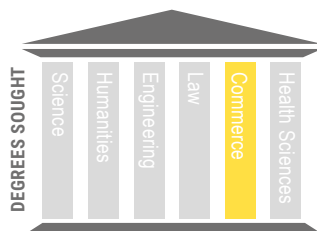
Yes

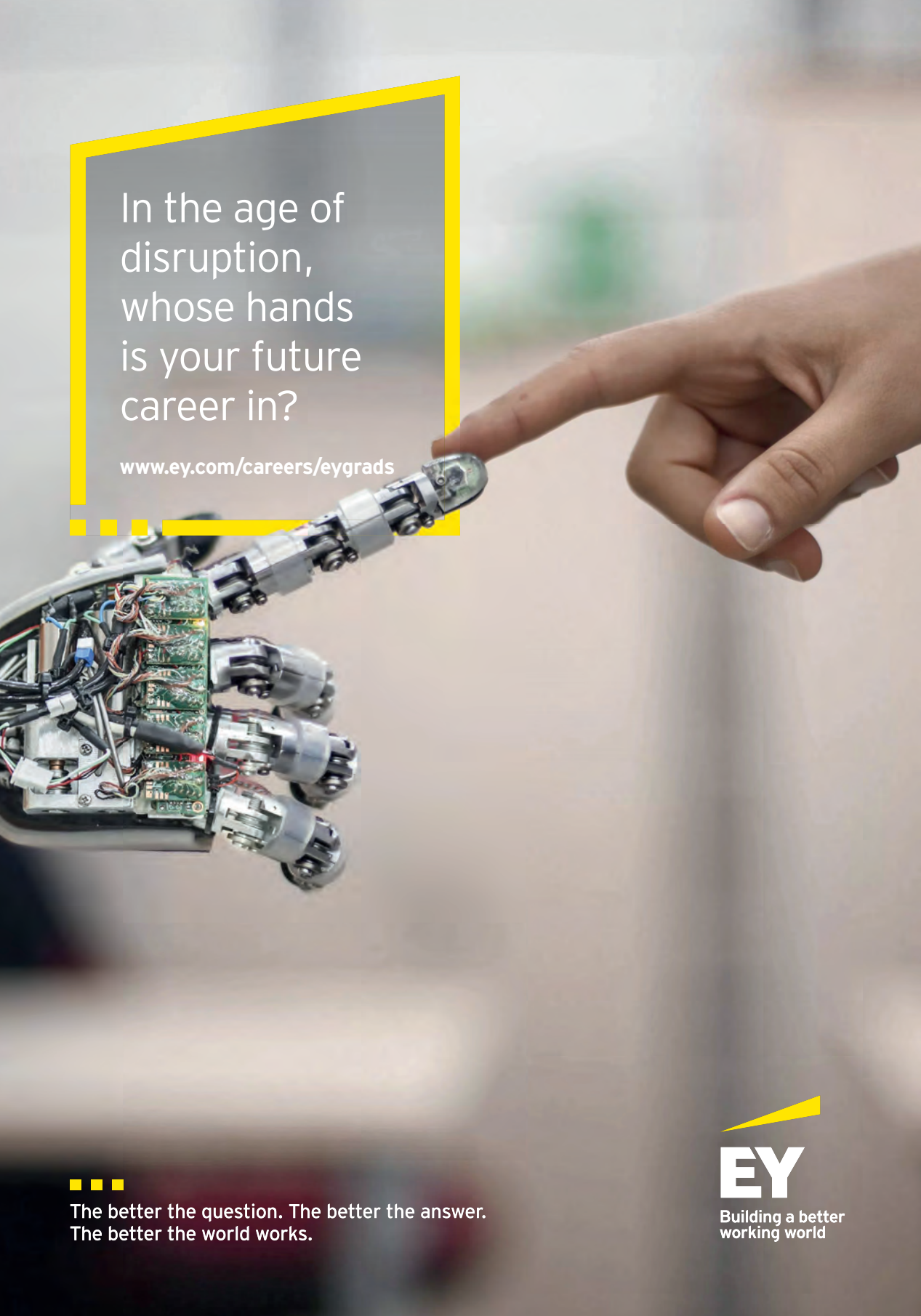
Which countries can apply?

South Africa

Location(s)

Cape Town





In the age of
disruption,
whose hands
is your future
career in?

www.ey.com/careers/eygrads



The better the question. The better the answer.
The better the world works.



Building a better
working world

A person in a red shirt is climbing a steep, grey rock face. The climber is positioned on the left side of the frame, reaching up with their right hand. The background shows a vast, rugged mountain landscape with a green forest at the base.

BE MORE THAN JUST A NUMBER

DARE TO BE **EXCEPTIONAL**

Apply to the 2020 Monocle Graduate Programme.

Monocle is an industry leading financial consulting firm specialising in banking and insurance.

Through our bespoke consultancy service, we work with the leading banks and large financial institutions, in South Africa and beyond, to transform the way these institutions do business by implementing innovative and results-driven solutions.

If you have a passion for finance and data, an Honours or Masters degree, and think you have what it takes to join a team of your most ambitious and driven peers, we want to hear from you.

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