Brighten the job search with your colours!

GRADUATE RECRUITMENT PROGRAMME

UNIVERSITY OF THE WITWATERSRAND
JOHANNESBURG

COUNSELLING AND CAREERS DEVELOPMENT UNIT
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Dear Witsie

Wits graduates time and again emerge as invaluable employees in contributing to the success of so many organizations and companies...you could be up there too! The Counselling and Careers Development Unit (CCDU) would like to offer you some key and dynamic opportunities toward your success in the workplace.

What would it mean to you to be a sought after graduate and receive competing job offers? How could you make an impression as a great potential asset to a recruiting company? What impression will you leave as a new graduate in your interview?

The Graduate Recruitment Programme (GRP) and the Journey to Employability Programme (JEm) can help you with some great answers to these and so many other questions about life after you graduate, as you contemplate entering the working world.

As you prepare for the world of work in 2017, we would like to invite you to be part of the Graduate Recruitment (GRP) and Journey to Employability (JEm) Programmes. The CCDU will be hosting a wide variety of companies looking to recruit final year undergraduates, as well as postgraduates in the course of the year.

While this is an exciting time; it is also very new and can be quite daunting for most graduating students. To help you prepare, the Journey to Employability Programme (JEm) includes dynamic and engaging presentations and empowering workshops as invaluable and supportive opportunities in planning for the world at work.

Aside from your qualifications you would bring to the job, business leaders agree that the climb to success in the workplace is also about being passionate and motivated about the job. It’s about striving to always be professional, but always being open to learning. Achievement and success are also about perseverance and tenacity in the face of challenges and about the courage to initiate new ideas and build wisdom from mistakes.

We look forward to making a substantial contribution toward optimizing your potential and success as you move toward your career in the workplace.

All the best to you as you take a firm step into the world of work.

Anne Lunsky
Head, Counselling and Careers Development Unit
University of the Witwatersrand

“While the hours at the Global Markets trading desk are long and hard, they are equally rewarding. It is great to know that you are playing a vital part to support the trading teams,”
Benjamin Ramushu.

Visit www.rmb.co.za from 1 June - 14 August to submit your CV.
CCDU SERVICES

The Counselling and Careers Development Unit (CCDU) offers students the following services:

CAREER COUNSELLING & ASSESSMENT
- Career Counselling Interviews
- In-depth Career Development Counselling
- Information on job search skills
- A Psychometric Assessment Programme

RECRUITMENT & EMPLOYABILITY AWARENESS
- Career Exhibitions
- Graduate Recruitment Programme (GRP)
- University Student Employment (USE) for part-time and casual work opportunities
- Job Search Skills and World of Work Awareness presentations and workshops in the Journey to Employability [JEm] programme
- Mock Interviews [See note below]

LIFE COACHING
- Time Management
- Goal Setting
- Motivation

INDIVIDUAL AND GROUP COUNSELLING
- Personal Counselling
- Group Counselling

HIV/AIDS EDUCATION & SUPPORT
- Awareness Campaigns
- Education & Counselling

Mock Interviews: Students wishing to utilise this service should book appointments early at the CCDU Reception and submit a prepared CV when making the appointment.

THE UNIT IS SITUATED AT:
- CCDU Building, West Campus: T 011 717 9140/32
- Education Campus Office: Administration Building T 011 717 3296
- E info.ccdu@wits.ac.za W www.wits.ac.za/ccdu

Brighten the job search with your colours!
The Journey to Employability [JEm] programme aims to enhance student awareness of the Job Search Process as well as adjustment to the World of Work.

The Programme comprises a range of workshops and presentations designed to enrich the student experience in the Job Search Process and also to improve the experience of the newly employed graduate so as to ease the transition from student-life to that of employee, entrepreneur and social advocate.

Examples of topics covered in the programme include:
- Personal Branding & The CV
- The Job Interview
- Mock Interviews for students
- Resilience for the new graduate
- Diversity in the Workplace
- Financial Management for the New Graduate
- Adding Value as a New Graduate

Details of the workshops and presentations that have been scheduled can be viewed by visiting the CCDU website, www.wits.ac.za/ccdu and clicking on “Recruitment & Employability Awareness” and then “Journey to Employability” tabs.

Booking for the workshops and presentations can be done by following the relevant links in the schedule.

The Journey to Employability Programme [JEm] emphasises:

Ownership of our Careers – As individuals, our career transports us through life…but we are the drivers!

Professional Presentation – Strong emphasis on preparation and presentation of job search documents such as the Cover Letter, Curriculum Vitae and Interview Etiquette.

Self-Awareness – for the development of supportive and rewarding relationships in the workplace and a better understanding of ourselves and of others.

Diversity Awareness – for the expansion of our capacity to work in teams that are made up of people from a variety of backgrounds and experiences.

Social Engagement & Ethical Responsibility – highlighting the need for graduates to strive for social and economic enhancement of our communities and the development of ethical behaviours in our work and in our lives.
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CAREERS EXHIBITIONS

YOUR OPPORTUNITY TO ENGAGE DIRECTLY WITH THE EMPLOYERS!

All exhibitions take place between 08h30 – 15h00.

TUESDAY, 12 APRIL 2016
IT & Engineering Careers Expo
Senate House Concourse – East Campus

THURSDAY, 21 APRIL 2016
Internships Careers Expo
Old Mutual Sports Hall – East Campus

TUESDAY, 10 & WEDNESDAY, 11 MAY 2016
Accounting Careers Expo
FNB Foyer – West Campus

THURSDAY, 14 JULY 2016
General (All Degrees) Careers Fair
Science Stadium – West Campus

WEDNESDAY, 27 JUL 2016
General Careers Expo
Old Mutual Sports Hall – East Campus

Details of participating companies will be posted on the CCDU website: www.wits.ac.za/ccdu, click on “Recruitment & Employability” and then “Graduate Recruitment Events”

Bursary Students:
Kayla Edwards
(BSc Quantity Surveying)
Thetsi Makhubha
(BSc Hons Construction Management)

We are recruiting bursary students and graduates in the disciplines of BSc, BEng and BTech Building / Construction Management, Civil Engineering, Electrical Engineering, Industrial Engineering, Mining Engineering, Mechanical Engineering and Quantity Surveying.

APPLY ONLINE
www.careers.murrob.com

Murray & Roberts Client Service: Tel: +27 11 456 1144 Email: clientservice@murrob.com www.murrob.com
ACCA (The Association of Chartered Certified Accountants)

ACCA (The Association of Chartered Certified Accountants) is the global body for professional accountants. We aim to offer business-relevant, first-choice qualifications to people of application, ability and ambition around the world who seek a rewarding career in accountancy, finance and management. ACCA works to strengthen a global profession based on the application of consistent standards. We champion the needs of small and medium sized businesses and emerging economies, and promote the value of sustainable business.

Contact: Natalie Jorgensen.
Tel: 011 459 1905. Fax: 011 268 6374.
Email: natalie.jorgensen@accaglobal.com.
Website: www.accaglobal.com

Students: Accounting Students.
To Apply: Visit the website and apply online at www.accaglobal.com
Closing Date: 28 February 2017.

ACNielsen Marketing and Media

Nielsen is a leading global provider of information and insights into what consumers watch and buy. In a world increasingly defined by global markets, connected consumers and volumes of digital information, Nielsen employs advanced data collection methodologies and measurement science to help businesses turn new and traditional sources of data into customer intelligence. Our expertise allows you to better manage brands, launch and grow product portfolios, optimize your media mix and establish meaningful customer relationships globally.


Contact: Ronelle Heald.
Tel: 011 954 3137. Fax: 011 835 1700.
Email: ronelle.heald@nielsen.com.

Students: Economics, statistics, mathematics and marketing.
To Apply: Send your CV’s to ronelle.heald@nielsen.com or submit your CV online at http://amecareers.nielsen.com.

Closing Date: 31 December 2016.

Afrizan Cadet Academy (Pty) Ltd

The Academy was born out of a desire to change lives of young graduates. We focus on affirmative action recruitment and are committed to furthering transformation. The Academy offers clients the chance to partner with us in this most worthy initiative. We provide our clients with the opportunity to take in graduates who are permanently employed by us and allow them to gain experiential learning and exposure within their organizations. They can also evaluate graduates without any obligation or risk prior to considering them for permanent opportunities down the line.

Contact: Ronelle Heald.
Tel: 011 954 3137. Fax: 011 835 1700.
Email: ronelle.heald@nielsen.com.

Students: Accounting Students.
To Apply: Visit the website and apply online at www.accaglobal.com
Closing Date: 28 February 2017.
Agricultural Research Council

The Agricultural Research Council is a premier science institution that conducts research with partners, develops human capital and fosters innovation to support and develop the agricultural sector.

Contact: Bethuel Madhlophe.
Tel: 012 427 9805. Fax: 012 430 5814.
Email: MadhlopheB@arc.agric.za.
Website: http://www.arc.agric.za.

Students: The ARC creates and provides opportunities to suitable candidates from various disadvantaged backgrounds to develop and promote the existing skills, potential and talent to the ultimate benefit as well as the ARC, agricultural sector and the science and technology sector for economic growth of South Africa.

To Apply: Online Application at http://www.arc.agric.za.

Closing Date: 30 September 2016.

Air Liquide

Air Liquide is the world leader in supplying industrial and medical gases and services for all Industries, Healthcare, Food and Beverages, and Fabrication in accordance to the top international quality in over 80 countries throughout the world. We aim to provide innovative solutions geared toward improving industrial performance while being focused on protecting the environment and continuously developing our highly valued employees. The Air Liquide VAC Programme and Shosholoza Graduate Programme is geared towards growing our Talent Population through innovation and brilliance.

Contact: Cherese Smith.
Tel: 011 389 7130. Fax: 011 617 7657.
Email: Cherese.SMITH@airliquide.com.
Website: https://www.airliquide.co.za.

Students: Vacation work seeking 3rd and 4th year Engineering Students (Electrical, Chemical, Mechanical, Industrial). Graduated Engineers (Electrical, Chemical, Mechanical, Industrial).

To Apply: Please email your CV, Grade 12 Results, Academic Transcripts and Letter of Motivation to Cherese.SMITH@airliquide.com.

Closing Date: 15 September 2016.

Allan Gray

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.

Contact: Yoomna Mieta.
Tel: 011 884 8010. Fax: 011 884 7517.
Email: yoomna@afrizan.co.za.
Website: http://www.afrizan.co.za/cadetacademy.

Students: BCom, BCom Accounting, Finance, Economics, IT, HR & Industrial Psychology, Marketing, Business Admin. Degree and Diploma students will be considered.

To Apply: Email CV's to Siyamthanda@afrizan.co.za or apply on the Cadet Academy website.

Closing Date: 31 December 2016.
Amazon Development Centre Cape Town

Amazon has a thriving technical center in Cape Town! The Cape Town Development Center plays a central role in building the Amazon Elastic Computer Cloud (EC2), the web service that pioneered cloud computing. The Cape Town AWS Support team provides global technical support to external customers, helping them build mission-critical applications using AWS services. We need exceptional engineers with very strong technical skills and experience. You should be obsessed with customer satisfaction, have a background in computer science and be passionate about cloud computing. We have open roles currently available for Software Developers, Systems Engineers, and Support Engineers.

Contact: Angela Visser.
Tel: 021 467 0226. Fax: 021 467 0226
Email: awsnewgrads@amazon.com.
Website: http://www.adccpt.com/

Students: Computer Science, Engineering, Information Systems, and Informatics students.

To Apply: Send your CV and academic transcripts to awsnewgrads@amazon.com or try to solve the technical challenge on our microsite at http://www.adccpt.com/

Closing Date: 31 December 2016.

Aspen Pharmacare

Aspen has a proud heritage dating back more than 160 years. The Group is committed to sustaining life and promoting healthcare through increasing access to its high quality, effective, affordable medicines and products. South African-based JSE Limited listed Aspen continues to increase the number of lives benefiting from its products, reaching more than 150 countries across the world. The extensive basket of Aspen products provides treatment for a broad spectrum of acute and chronic conditions experienced throughout all stages of life.

Contact: Masute Kagiso.
Tel: 011 239 6042. Fax: 011 239 0045.
Email: kmasute@aspenpharma.com.
Website: http://www.aspenpharma.com.

Students: Graduates in Marketing, HR, Finance, Sciences, Legal and Procurement.

To Apply: Send CVs to Recruitment@aspenpharma.com or view us on our website http://www.aspenpharma.com.

Closing Date: 02 February 2017.

FACEBOOK: www.facebook.com/Wits Graduate Recruitment Programme
TWITTER: www.twitter.com/Wits_Grp
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Auditor General of South Africa (AGSA)
The Auditor-General has a constitutional mandate and, as the Supreme Audit Institution (SAI) of South Africa, exists to strengthen our country’s democracy by enabling oversight, accountability and governance in the public sector through auditing, thereby building public confidence.

Contact: Aamena Ebrahim. Tel: 012 422 9474. Website: www.agsa.co.za.


To Apply: Apply online at www.agsa.co.za.

Closing Date: 30 October 2016.

Aurecon South Africa
Aurecon is an engineering, management and consulting company. Aurecon brings ideas to life to design a better future. Imagining what is possible, we turn problems into solutions. Aurecon provides engineering, management and specialist technical services for government and private sector clients globally. The company has been involved in projects that span multiple markets across Africa, Asia Pacific, the Middle East, and the Americas. Aurecon understands that’s success means different things to different people. The Company’s business model gives it the ability to deliver its full range of services Globally.

Contact: Aurecon South Africa. Tel: 012 427 2393. Fax: 086 608 0750. Email: suzie.nkosi@aurecongroup.com. Website: http://www.aurecongroup.com/graduates.

Students: Graduates with a BSc (Eng) in Civil, Mechanical or Electrical Engineering. You should be prepared to work in any area of Africa where your skills are needed.

To Apply: Find out about our graduate and bursary recruitment opportunities by visiting www.aurecongroup.com/graduates.

Closing Date: 31 March 2016.

Avior Capital Markets
We provide in-depth and insightful equity research on selected JSE-listed and Sub-Saharan Africa companies and offer trading services to institutional investors and hedge funds, both locally and abroad. We have a dedicated team providing research, trading and structuring in the areas of derivatives, quantitative analysis and fixed income. Our corporate finance team offers independent transaction advisory and equity capital market services to corporate clients.

Contact: Theonada Khumalo. Tel: 011 589 2883. Fax: 011 589 2883. Email: theo@avior.co.za. Website: http://www.avior.co.za.

Students: Postgraduate students - Honors and Masters students interested capital markets.

To Apply: Apply online at http://www.avior.co.za.

Closing Date: 08 September 2016.
Bain and Company

We’re assuming that you know at least a little about what Bain is and what we do. In essence, we have a proud 40+ year track record of helping the world’s most influential organizations solve their toughest challenges. Our formula for success is simple: We hire immensely talented people from a variety of disciplines and give them everything they need to be brilliant at what we do.

Contact: Ashleigh Martin.
          Tel: 011 012 9178. Fax: 011 012 9101.
          Email: acrecruiting.johannesburg@bain.com.
          Website: http://www.bain.com.

Students: Internship Requirements: Current 3rd, 4th, Honours, Masters or PhD students interested in Strategy Consulting.

Full Time Requirements:
Graduating students with a minimum of a 4 year degree looking for full-time employment.

CA Articles Program:
Students who qualify for CA(SA) trainee articles to begin in 2017 or 2018 or 2019.

To Apply: Apply online at http://www.joinbain.com.
Closing Date: 31 August 2016.

Barclays

Please visit the Rising Eagles website for criteria, application form and more information.

Contact: Barclays Africa.
          Tel: 011 350 4000. Fax: 011 350 4000.
          Email: risingeagles@barclaysafrica.com.
          Website: http://joinus.barclays.com.

Students: Post graduate year in information technology, maths, statistics, risk management, engineering, law, operations, chartered accounting, management accounting and finance.

To Apply: Apply online at joinus.barclays.com.
Closing Date: 30 June 2016.

Barloworld Logistics

Barloworld is a distributor of leading international brands providing integrated rental, fleet management, product support and logistics solutions. The core divisions of the group comprise Equipment and Handling (earthmoving, power systems, materials handling and agriculture) and Automotive and Logistics (car rental, motor retail, fleet services, used vehicles and disposal solutions, logistics management and supply chain optimisation).

Contact: Dumisani Kweyama.
          Tel: 011 445 1496. Fax: 086 718 2516.
          Email: dkweyama@bwlog.com.
          Website: http://www.barloworld.com.

Students: Final year students in Supply Chain /Logistics, Industrial Engineers, Finance, IT, Marketing, Human Resources.

To Apply: Apply on our website at http://www.barloworld.com.
Closing Date: 31 July 2016.

BDO South Africa

BDO’s roots go as far back as 1910 when the USA founding firm, Seidman and Seidman was founded. At this stage there were only 2 000 certified public accountants practicing in the USA. The forerunner to BDO in South Africa, Charles Welby Steward was started in Cape Town in 1916.
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Contact: Nketa Ngwetjana.
Tel: 010 060 5023. Fax: 010 060 7000.
Email: nngwetjana@bdo.co.za.
Website: http://www.bdo.co.za.

Students: We are targeting students who are currently studying their CTA.

To Apply: Send CV, latest academic transcript and ID copy to Nketa Ngwetjana at nngwetjana@bdo.co.za.

Closing Date: 31 December 2016.

Black and Veatch South Africa

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

Contact: Musa Sangweni.
Tel: 011 013 3575. Fax: 011 013 3575.
Email: sangwenibg@bv.com.
Website: http://www.bv.com.

Students: Students in their 4th/final year studying towards Civil, Electrical, Chemical and Mechanical Engineering.

South African citizens.

To Apply: Bursary & Graduate Applications, Please send your CV, updated academic transcript of your studies and ID Document to GraduateSA@bv.com.

Closing Date: 31 December 2016.

Bloomberg LP

Bloomberg unleashes the power of information to inspire people who want to change the world. In the worlds of business, finance, government, policy and philanthropy, our aim is true: provide data, information and insights that help cut through complexity to solve challenges great and small.

We truly are a global company and a future-focused one too – well established yet dynamic and disruptive at heart. We foster a culture of community and are dedicated to our employees’ wellbeing, offering generous benefits, training and opportunities for meaningful volunteerism.

Contact: Anne Charvonia.
Tel: 0044 20 3525 9483. Email: acharvonia@bloomberg.net.

Students: At Bloomberg we have high expectations, and we are looking for motivated and determined individuals to drive our future success. Our people come from a diverse range of backgrounds; the common denominator will be your passion for finance and focus on the customer.

To Apply: Please visit our website to learn more and how to apply, http://www.bloomberg.com/careers.

Closing Date: 31 July 2016.

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.
Contact:  Ann Marie Wood / Lucille Smit.
Tel: 011 791 0105.  Fax: 011 791 0107.
Email: info@cfa.ac.za.
Website:https://www.cfasociety.org/southafrica/Pages/Home.aspx

Students:  Students in their final year, wanting to go into Investments.

To Apply:  All registrations must be done online: www.cfainstitute.org.

Closing Date:  30 September 2016.

CQS Technology Holdings

Established in the early 90s, CQS Technology Holdings is one of SA’s leading software houses, specialising in the design, development and deployment of software solutions for financial professionals. CQS provides a full range of professional services and Best of Breed solutions to nearly 4,000 customers spanning Audit, Risk Management and Corporate Performance Management. We employ over 200 highly qualified and talented people. The delivery capability of this team is focused on supplying quality products and services to our clients.

To Apply:  Students can apply through the CSIR website www.csir.co.za.

Closing Date:  30 June 2016.

Council for Scientific and Industrial Research (CSIR)

The CSIR (Council for Scientific and Industrial Research) is one of the leading R&D, technology and innovation institutions in Africa, with a track record spanning over 70 years. Structured to manage the entire research and innovation value chain, the CSIR strives for excellence in all its endeavours in order to improve the quality of life of South Africa’s people and to increase the global competitiveness of South African industry. Visit www.csir.co.za or contact us at 012 841 2000. The CSIR – our future through science . . .

Contact:  Nokuthula Zama.
Tel: 021 841 3256.  Fax: 021 841 4681.
Email: nzama@csir.co.za.
Website: http://www.csir.o.za.


To Apply:  Visit the CQS website and navigate to the career section for a list of roles for students, recent graduates and working professionals. You can also email your academic record, matric certificate and CV to graduates@cqs.co.za.

Closing Date:  30 November 2016.
Cummins South Africa

Cummins Inc., a global power leader, is a fortune 500 corporation of complementary business units that design, manufacture, distribute and service engines and related technologies, including fuel systems, controls, air handling, filtration, emission solutions and electrical power generation systems.

Contact: Claudia Naidoo.
Tel: 0 11 589 8400. Fax: 011 589 8300.
Email: claudia.naidoo@cummins.com.

Students: Final year students in Finance, Sales, Marketing and Communication, Information Technology, Human Resources, Supply Chain, Indirect Purchasing, Facilities, Quality, Application Engineering (Mechanical & Electrical Qualifications), and Service (Engineering Qualifications).

Closing Date: 31 July 2016.

Dariel Solutions

Dariel is looking to offer Graduates the opportunity to join their 2017 Graduate Programme.

The key to Dariel Solutions’ success is the quality of the staff it employs. Nearly all our staff members are university graduates from either the computer sciences or software engineering faculties; this, we believe, is essential to cope with the wide spectra of knowledge required to develop complex, distributed systems and is one of the key factors differentiating Dariel Solutions in the South African market.

Dariel Solutions is a growing team of developers, architects, business analysts, software testers and project managers. The team has a wealth of experience and skills in different industries – Mining, Media, Healthcare, Financial and Mobile are but a few.

Contact: Busi Thabethe.
Tel: 011 566 5720. Fax: 086 645 0558.
Email: busi.thabethe@dariel.co.za.
Website: http://dariel.co.za.

Students: Our Graduate Programme is based in Johannesburg for Computer Science, Software Engineering students on their final year and runs from February 2017 to December 2017.

To Apply: Visit our website at www.dariel.co.za/careers and apply through our career portal. First round of applications open 12 April and close 8 May 2016.

Closing Date: 08 May 2016.

Deloitte

Deloitte is the largest private professional services network in the world. Our reputation for providing high quality services with integrity has earned us the trust of our clients, and our people. If you’re ready for a career with a dynamic organisation in an environment that fosters professional development and career advancement, you’re ready for Deloitte. With 200,000 people in over 150 countries, Deloitte member firms serve more than 80 percent of the world’s largest companies as well as large national enterprises, public institutions and successful fast-growing companies.

In South Africa, Deloitte is one of the leading professional services organisations. We specialize in providing Audit, Tax, Consulting, Risk Advisory and Corporate Finance services. We serve clients in a variety of industries from financial services, to consumer business, energy, mining and manufacturing, tourism, TMT and the public sector.
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Contact: Kleanta Chetty.
Tel: 011 304 5683. Email: klchetty@deloitte.co.za.
Website: http://www2.deloitte.com.

Students: All round. Ranging from IT, Science, Accounting, etc.
To Apply: Online at http://www2.deloitte.com and access our Career Page.
Closing Date: 31 July 2016.

Deloitte and Touche

Deloitte & Touche South Africa, one of Africa’s leading professional services firms provides these services through nearly 3800 people in 12 offices in South Africa and 17 cities in Southern Africa. Deloitte is the South African Member firm of Deloitte Touche Tohmatsu Limited.

Contact: Candy de Carvalho.
Tel: 011 806 5271. Fax: 011 806 5271.
Email: cdecarvalho@deloitte.co.za.
Website: http://www.joindeloitte.co.za.

To Apply: Apply online via www.joindeloitte.co.za.
Closing Date: 16 December 2016.

Dynamic Visual Technologies

DVT, founded in 1999 and has grown to over 500 staff with offices in Johannesburg, Centurion, Cape Town and Durban. We service more than 100 local and international, medium and large organisations and build long-term partnerships with our clients. Our services include custom software development, business software solutions consulting, software quality assurance, enterprise mobility solutions, business intelligence solutions; Agile training and consulting as well as packaged product based solutions.

Contact: Bontle Songo.
Tel: 011 759 5930. Fax: 086 536 5199.
Email: bsongo@jhb.dvt.co.za.
Website: http://www.dvt.co.za.

Students: IT and Computer Science 3rd year and Honours Students.
To Apply: Apply online at DVT Website http://www.dvt.co.za or Email-vacancies@jhb.dvt.co.za, contact number: 011 759 5930.
Closing Date: 31 December 2016.

Entelect Software

Entelect is an award winning Software Company that synthesizes technology and best practice to deliver world class solutions to a diverse range of industries.

A career with Entelect means:
- Developing your craft
- Working alongside South Africa’s most qualified developers
- Being part of a culture that is collaborative, supportive and inclusive.
How do we support you?
- By offering real career growth and helping you drive your own career
- Quality training
- Exposure to different technologies and business domains

Contact: Entelet Software Pty Ltd.
Tel: 011 994 3300. Fax: 011 994 3301.
Email: career@entelet.co.za.
Website: http://www.entelet.co.za/

Students: Computer Science and Electrical Engineering
Students only.

To Apply: E-mail applications, CV and academic records to career@entelet.co.za.

Closing Date: 01 November 2016.

Ernst and Young

At EY, we are committed to building a better working world with increased trust and confidence in business, sustainable growth, development of talent in all its forms, and greater collaboration. We want to build a better working world through our own actions and by engaging with like-minded organizations and individuals. This is our purpose and why we exist as an organization. We want to use our global reach and scale to convene the conversation about the challenges facing economies and the capital markets. When business works better, the world works better.

Contact: Meagan Damons.
Tel: 011 772 3690. Fax: 011 772 3690.
Email: meagan.damons@za.ey.com.
Website: http://www.ey.com/ZA.

Students: Final year Computer Science, Information Systems, InternaAudit, Civil & Industrial Engineering, and Actuarial Science students.

To Apply: Please apply online AND send through a copy of your CV to Adv.grads@za.ey.com.

Closing Date: 31 May 2016.

Ernst and Young

EY is a global professional services company. We focus on Assurance, Advisory services as well as Tax and Transactions. EY’s clients include many of the top 100 companies listed on the JSE. Our goal is to have the right environment for our people to grow and succeed and to help them feel part of something bigger and stronger. We empower employees to deliver on our promise to provide seamless, consistent, high quality client service worldwide. We recruit top Accounting, IT, Internal Audit and Tax students with a proven successful academic record.

Contact: Angela Siane.
Tel: 011 772 3276. Fax: 011 772 4000.
Email: angela.siane@za.ey.com.
Website: http://www.ey.com/careers.

Students: Bachelor and Honours in Accounting Science, HDip Accounting, Honours in IT, and Honours in Tax.

To Apply: On-line Paper based applications or emails to Angela.Siane@za.ey.com.

Closing Date: 30 September 2016.

Recruiter GRP Registration:
http://ccdu.wits.ac.za/ccdu-grp/
First National Bank

Stepping into a career can be daunting. Opportunities are abundant, but so are the pitfalls and choices. By choosing FNB as an employer you’ve made the right choice! We’ll introduce you to the world of work and how a Bank works. You get the opportunity to network with other grads, your managers and to rub shoulders with the CEOs. Engage with various FNB branches and business units and find your feet while exploring a new, dynamic culture. You’ll undergo training and learn valuable skills that will be vital in future.

Contact: Alethea Wentzell.
Tel: 087 736 1251. Fax: 087 736 1251.
Email: awentzell@fnb.co.za.
Website: https://www.fnb.co.za/

Students: Final year students in IT - Computer Science and Information Technology, Quantitative - Actuarial, Mathematics and Statistics, Legal, Commerce - Accounting and Finance, Engineering (All).

To Apply: Go to https://www.fnb.co.za/. Click on Careers at FNB, click on Graduate Recruitment, Click on Apply Now, and Register on Careers. Please upload your CV and Academic Record.

Closing Date: 19 August 2016.

FirstRand

FirstRand is a unique federation of leading financial services brands, known for their entrepreneurship and innovation. We are united by our shared business philosophy and our home-grown owner manager culture. Our trainees receive dedicated training in all SAICA specified competencies with specific focus on Financial Management, Tax and Management Decision Making. The FirstRand CA Training Programme will provide opportunities for training and development and help you reach your full potential.

Contact: Alethea Wentzell.
Tel: 087 736 1251. Fax: 087 736 1251.
Email: awentzell@fnb.co.za.
Website: https://www.fnb.co.za/

Students: Final year students in IT - Computer Science and Information Technology, Quantitative - Actuarial, Mathematics and Statistics, Legal, Commerce - Accounting and Finance, Engineering (All).

To Apply: Go to https://www.fnb.co.za/. Click on Careers at FNB, click on Graduate Recruitment, Click on Apply Now, and Register on Careers. Please upload your CV and Academic Record.

Closing Date: 19 August 2016.
FTI Consulting

FTI Consulting is a global business advisory company. Established in the US in the early 1980s, we now have over 4,600 staff in offices around the world. We are passionate about recruiting, developing and training the best people. In South Africa, we are looking for people to join two of our five global segments: Strategic Communications; and Economic and Financial Consulting. The people we hire would initially be based in our offices in Cape Town and Johannesburg, with the opportunity in the future to undertake secondments elsewhere around the world.

Contact: Victoria Barr.
Tel: 021 487 9000. Fax: 021 426 0582.
Email: victoria.barr@fticonsulting.com.
Website: http://www.fticonsulting.com.

Students: We are looking for hard-working candidates from any degree discipline who can demonstrate strong academic performance, team work, leadership and initiative. The specific skills and attributes required by each of our divisions are: Strategic Communications: strong written and verbal communication skills; analytical thinking; creativity.

Economic and Financial Consulting: structured and logical thinking; analytical and numerical skills; ability to explain complex concepts simply and clearly; attention to detail.

To Apply: Please send your CV and a covering letter to SAcareers@fticonsulting.com. The covering letter should explain why you are interested in working for FTI and why you would be suited to the role for which you are applying. Please state clearly in your e-mail and covering letter which segment you are applying to (either Strategic Communications or Economic and Financial Consulting).

Closing Date: 30 September 2016.

General Electric


For more information, visit the company’s website at www.ge.com

Contact: Sharon Rasekwela.
Tel: 011 237 0000. Fax: 011 237 0000.
Email: sharon.rasekwela@ge.com.
Website: http://www.ge.com.

Students: Engineering, IT and Finance final year students.

To Apply: Apply online at http://www.ge.com/careers or email your CV to sharon.rasekwela@ge.com.

Closing Date: 31 October 2016.
Global Advisors

Global Advisors is a strategy and management consulting boutique offering holistic services and industry knowledge through an international network of experts and partners. This allows us to scale to deliver large transformation projects. Our firm was founded in 2005 in Johannesburg, South Africa. Global Advisors specialises in work that has integrated strategy, financial, economic and operational components. Our clients span the investment banking, media, manufacturing, utility, technology and mining sectors. We partner with clients to confront their most important issues through analysis, diagnosis, strategy and implementation planning through to delivery.

Contact: Asha Ramluggan.
Tel: 011 461 6371. Fax: 011 325 6171.
Email: recruitment@globaladvisors.biz.
Website: https://www.globaladvisors.biz.

Students: Analysts must have an undergraduate and preferably honours degree in finance, accounting, economics and information systems majors.

To Apply: Please visit our website and apply online using our online application form at www.globaladvisors.biz. Please note: we are, unfortunately, unable to accept applications through email, fax or mail. Your tailored response via the online form provides a critical means by which your initial application is screened and evaluated.

Closing Date: 31 October 2016.

Grant Thornton

Grant Thornton South Africa is a member firm of Grant Thornton International Ltd (GTIL). Grant Thornton South Africa was founded in 1920. We are leaders in our chosen market, providing assurance, tax and specialist business advice to dynamic organisations – listed companies; large, privately held businesses, and private equity backed organisations.

We employ 1100 people in South Africa with 100 partners and directors. Grant Thornton has a national presence with offices in Bloemfontein, Cape Town, Durban, George, Johannesburg, Nelspruit, Port Elizabeth, Pretoria, Rustenburg & Somerset West. In Africa we operate across 23 member firms in Algeria, Botswana, Congo, Côte d’Ivoire, Egypt, Ethiopia, Gabon, Guinea, Kenya, Libya, Mauritius, Morocco, Mozambique, Namibia, Nigeria, Senegal, Tanzania, Togo, Tunisia, Uganda, Zambia and Zimbabwe and are ideally positioned to facilitate clients’ expansion plans in these countries.

Contact: Melissa Gounden.
Tel: 010 590 7487. Fax: 078 655 3775.
Email: melissa.gounden@za.gt.com.
Website: https://www.gt.co.za.

Students: BAccSci (Chartered Accounting stream);
BAccSc Hons and HDipAcc.

To Apply: Please visit our website and apply online using our online application form at www.globaladvisors.biz.

Closing Date: 17 November 2016.

“Life is not about how fast your run or how high you jump, but about how well you bounce” [anon]
Growthpoint Properties

Growthpoint is a FTSE/ JSE Socially Responsible Investment Index company and an index component of the Dow Jones Sustainability Indices (DJSI). It owns and manages a diversified portfolio of 474 properties in South Africa, 57 properties in Australia through its investment in GOZ and a 50% interest in the properties at V&A Waterfront, Cape Town. Growthpoint’s consolidated property assets are valued at over R110 billion.

Contact: Lucy Hall.
Tel: 011 944 6254. Fax: 011 944 6254.
Email: lhall@growthpoint.co.za.
Website: http://www.growthpoint.co.za.

Students: Final year students in Property Studies, Construction Management, Engineering and support degrees.

To Apply: Send CV to lhall@growthpoint.co.za, with copy of ID and academic transcripts.

Closing Date: 30 November 2016.

Hatch Goba Pty Ltd

A world of opportunity at Hatch Goba (Pty) Ltd. Hatch Goba is an employee-owned, multidisciplinary professional services firm that delivers a comprehensive array of technical and strategic services, including Consulting, Information Technology, Engineering, Process Development, and Project and Construction Management to the Mining, Metallurgical, Energy and Infrastructure sectors. Hatch Goba has served clients for over 80 years and has project experience in more than 150 countries around the world. With 11 000 people in over 68 offices, the firm has more than $35 billion in projects currently under management.

Contact: Sibongile Kubheka.
Tel: 011 239 5300. Fax: 011 239 5755.
Email: sibongile.kubheka@hatch.co.za.
Website: http://www.hatch.co.za.

Students: Final year students in Mechanical Engineering, Civil Engineering, Electrical Engineering, Industrial Engineering, Chemical Engineering, Construction Management, Quantity Surveying, Mining Engineering, Metallurgy.

To Apply: Apply online via www.hatch.co.za/careers.

Closing Date: 31 August 2016.

Independent Regulatory Board for Auditors

The IRBA is the statutory body controlling that part of the accountancy profession involved with public accountancy in the Republic of South Africa.

Contact: Tel: 087 940 8800. Fax: 087 940 8875.
Email: sbiyela@irba.co.za.
Website: http://www.irba.co.za.

Students: BAccSc & BAccSc Hons (CA Stream), first year to CTA.

To Apply: We do not offer any employment or vacation work.

Closing Date: 29 February 2016.
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
- Global Card Payment System Grad Programme
- General Grad programmes/positions

Our Available Vacation Programmes:

- CA Programme Pathfinder
- Navigate

Our Available Scholarships:

- CA Scholarship
- IT Scholarship

Contact: Investec Grad.
Tel: 011 286 7000. Fax: 011 286 7000.
Email: grads@investec.co.za.
Website: https://www.investec.co.za.

Students: CA Programme: Bachelor of Accounting Science & Hons, BCom Accounting; IT Programme: BSc Computer Science, BIT, BSc IS/IT, BCom IS/IT, BSc Information Engineering; General Grad Programmes: All Bachelor Degrees.

To Apply: Please apply via our online job portal for all relevant programmes/positions at www.investec.co.za/grads.

Closing Date: 31 December 2016.

IQ Business Pty Ltd

The IQ Business Internship Programme provides inspired, passionate and motivated graduates with applied experiences and plenty of opportunities for growth. We offer a 12 month internship programme, starting in January 2017. IQ Business is a proudly South African Management Consulting firm and our team of 500 is growing. In fact, we’re all about growth – our team helps businesses grow by solving problems and finding new and better ways of doing things. Our team. Your advantage.

Contact: Pia Dewar.
Tel: 011 259 4126. Fax: 011 259 4111.
Email: pdewar@iqbusiness.net.
Website: http://www.iqbusiness.co.za.

Students: We are looking for graduates who are studying a business and/or technology related discipline with majors in Finance, Risk, Engineering, Computer Science, Information Technology and Information Systems.

To Apply: Apply online at http://futureme.iqbusiness.net.

Closing Date: 31 August 2016.

Jones Lang LaSalle

We are in business to create and deliver real value for clients, shareholders and our own people in a complex world that is constantly changing. JLL is a financial and professional services firm that specialises in commercial real estate services and investment management. From our head office in Johannesburg, we deliver services to clients throughout the country. Our commitment to business success goes beyond the bottom line and we are an employer of choice with one of the most talented skill sets in the industry.
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Contact: Tia Nkabinde.
Tel: 011 507 2200. Fax: 011 442 6156.
Email: tia.nkabinde@eu.jll.com.

Students: Property Studies, Financial Studies and LLB.
To Apply: Send an e-mail to tia.nkabinde@eu.jll.com with the subject GP2017. Please include your: CV, Motivation Letter, and Transcripts from previous or current year.

Closing Date: 31 December 2016.

JP Morgan

JP Morgan Chase is one of the oldest financial institutions in the world. With a history dating back over 200 years, here’s where we stand today:

1. We are a leading global financial services firm with assets of $2.4 trillion.
2. We operate in more than 60 countries.
3. We serve millions of consumers, small businesses and many of the world’s most prominent corporate, institutional and government clients.
4. We are a leader in investment banking, financial services for consumers and small businesses, commercial banking, financial transaction processing and asset management.

Contact: Raees Kajee.
Tel: 011 507 0787. Fax: 011 507 0429.
Email: raees.kajee@jpmchase.com.
Website: http://www.jpmorgan.com/careers.

Students: JPMorgan offers a broad and exciting range of career opportunities for those looking to work in a leading financial services firm in South Africa.

We place a lot of emphasis on giving our employees the opportunity for continuous learning. Students in their final year of study, either undergraduate or postgraduate, are open to apply for both the 2016 Winter Internship and 2017 Graduate Programme. All degrees are welcome to apply.

To Apply: Please logon to: www.jpmorgan.com/careers.
Only online applications will be accepted.

Closing Date: 29 April 2016.

KPMG

KPMG is a global network of professional firms providing Audit, Tax and Advisory services. In South Africa, KPMG has 12 offices with over 3000 staff and more than 250 Partners which make us one of the largest Audit, Tax and Advisory firms in the country. KPMG’s graduate programmes offer recent graduates the opportunity to complete training in several areas of our business. Each training programme is designed to teach you the skills you need to lay the best possible foundation for your career.

Contact: Bilal Moosa.
Tel: 082 716 2667. Fax: 011 647 8000.
Email: bilal.moosa@kpmg.co.za.


To Apply: Apply online at www.joinkpmg.co.za.

Closing Date: 31 October 2016.
Lafarge SA

Lafarge South Africa is the local presence of the international Lafarge Holcim Group, the world’s leading cement company and a world leader in building materials. The core businesses of Lafarge South Africa are the manufacture and supply of cement, aggregates, ready-mixed concrete and fly ash.

Contact: Colleen Mabotja
Tel: 011 657 1145. Fax: 086 248 7129.
Email: colleen.mabotja@lafargeholcim.com.
Website: http://www.lafarge.co.za.

Students: Students studying towards an engineering qualification.
To Apply: Visit the website http://www.lafarge.co.za and download an application form.
Closing Date: 30 November 2016.

Letsema Consulting and Advisory

Letsema Consulting is a business strategy and transformation consultancy. At Letsema Consulting we apply our extensive experience as management consultants to identify complex business issues and challenges. We work together with our clients from design through implementation to create meaningful and tangible solutions. Our company culture encourages people to harness their individualism so they can help clients adapt to the best solutions. Letsema Consulting is committed to nurturing professional growth and to fully developing each person’s inherent abilities.

Contact: Amitha Ramraj.
Tel: 011 233 0000. Fax: 011 233 0010.
Email: amithar@letsema.co.za.
Website: http://www.letsema.co.za.

Students: Final year Engineering, Science and Commerce students.
To Apply: Send your CV, Matric Certificate, Academic Transcripts and Academic Certificates to careers@letsema.co.za.
Closing Date: 29 July 2016.

Mace Management Services

Mace is an international consultancy and construction company, offering integrated services across the full property and infrastructure life cycle. Our experts in programme and project management, construction delivery, cost consultancy and facilities management thrive within our collaborative and entrepreneurial culture.

Our customers are at the core of what we do, and we continue to grow and expand to better serve their property needs across sectors and geographies. It is our relentless passion to find better ways that helps to deliver the best projects safely and efficiently, while defining industry best practice.

Contact: Jade Christian.
Tel: 060 982 6141. Fax: 060 982 6141.
Email: jade.christian@macegroup.com.

Students: Honours students in Quantity Surveying, Project Management, Construction Management and BSc (Eng) & MEng.
To Apply: Apply by sending your CV to jade.christian@macegroup.com, requesting an application form for our graduate programme.
Closing Date: 08 August 2016.
Marsh Africa

Marsh is the world’s leading insurance broker and risk advisor. Marsh works with its clients to identify, assess and quantify their risks, then designs and implements insurance and capital markets solutions to control, transfer and finance those risks. Marsh provides a full range of risk advisory, broking and insurance program management services to businesses, government entities and other clients worldwide. Our Graduate Programme offers workplace experience in various different business areas, supported by soft skill and business skill training. Visit our website www.marsh-africa.com, to download the graduate application form and email to: graduate.trainingSA@marsh.com.

Contact: Margaret Hansjee.
Tel: 011 060 7389. Fax: 011 060 7111.
Email: margaret.hansjee@marsh.com.

Students: The students we target are final year students in the fields of: Risk Management, Insurance, Law, Finance and Accounting, Environmental Engineering.

To Apply: Students can download the application form from http://www.marsh-africa.com and send it to: graduate.trainingSA@marsh.com.

Closing Date: 31 October 2016.

Norton Rose Fulbright invites students to apply to our 2017 and 2018 candidate attorney program

Applications are invited from all law students expecting to commence articles in 2017 and 2018.

Offers will be made progressively as and when suitable candidates are identified.

Applications must be submitted online at nortonrosefulbright.com/za/apply

Law around the world nortonrosefulbright.com
Massmart Services

Founded in 1990 and listed on the JSE Limited, Massmart is a South African-based globally competitive regional management group, invested in a portfolio of differentiated, complementary, focused wholesale and retail formats. Massmart is the second-largest distributor of consumer goods in Africa, the leading retailer of general merchandise, liquor and home improvement equipment and supplies, and the leading wholesaler of basic foods. The Groups brands consist of: Game, Dion Wired, Makro, Builders Warehouse, Builders Express, Builders Trade Depot, CBW, Jumbo Cash & Carry, Cambridge Food and the Shield buying group.

Contact: Stephanie Fourie.
Tel: 011 517 0053. Fax: 086 680 7028.
Email: sfourie@massmart.co.za.
Website: http://www.massmart.co.za.

Students: Final year students in Commerce, Computer Science, Information Systems, IT, Industrial Engineering, Marketing, PR and Retail Management.

To Apply: Apply via the website http://www.massmart.co.za.
Closing Date: 31 August 2016.

Mazars

Mazars is an independent, international organisation specialising in audit, accounting, tax and advisory services. Through our integrated global partnership, Mazars can rely on the skills of 17,000 professionals in 77 countries across five continents. In South Africa, Mazars has offices in Cape Town, Johannesburg, Durban, Pretoria, George, Paarl, Port Elizabeth, East London and Plettenberg Bay. We have over 1000 staff members. Choosing the right firm to cultivate your professional career is a big decision. You need an environment where you can thrive – both professionally and as an individual. Ideally you want to work within a firm that offers an unrivalled blend of choice, opportunity and independence. Mazars is just such an organisation!!

Contact: Lucille Pickersgill.
Tel: 071 471 8827. Fax: 011 484 7864.
Email: lucille.pickersgill@mazars.co.za.
Website: https://www.mazars.co.za.

Students: Bachelor of Accounting Science & BCom Accounting students and studying towards Honours (CTA).

To Apply: Website: www.mazars.co.za or Mobi app: http://m.mazars.erecruit.co.za/
Closing Date: 31 December 2016.

Moore Stephens FRRS Incorporated

Why choose Moore Stephens?

Moore Stephens is ranked 11th internationally by the International Accounting Bulletin. We are a fast-growing network of companies with a modern, innovative and dynamic approach to the profession that is attracting exceptional staff and a diverse client base from entrepreneurial clients to listed companies. The diverse and complex level of work to which you will be exposed at Moore Stephens will help you to realise your potential, showcase your talents, and identify your career path. Moore Stephens offers competitive remuneration and once you’ve joined Moore Stephens we do everything we can to ensure that your time with us is happy and productive.

Contact: Anria Visser.
Tel: 011 421 8374. Fax: 011 421 5777.
Email: AnriaV@frrs.moorestephens.co.za.
Website: http://moorestephens.co.za.
50 SEIZE THE OPPORTUNITY

Students: BCom & Bachelor of Accounting Science students in their 2nd and 3rd year that would like to become Charted or Management Accountants and would like to apply for a SAICA or SAIPA Training contract.

To Apply: If you are interested to apply for a SAICA or SAIPA training contract please email a copy of your cv and academic transcripts to info@frrs.moorestephens.co.za.

Closing Date: 30 September 2016.

Multichoice

Multichoice South Africa is a leading video entertainment and internet company. The MultiChoice Group operates under various brands, including: DStv, M-Net, SuperSport, DStv Digital Media, DStv Media Sales and MWEB.

Contact: Manini Molehe.
Tel: 011 289 3000. Fax: 011 289 3000.
Email: enquiries@multichoice.co.za.
Website: http://www.multichoice.co.za


To Apply: On the corporate website www.Multichoice.co.za under careers view graduate opportunities available.

Closing Date: 20 August 2016.

Nedbank

Nedbank Group is one of South Africa’s four largest banks, with Nedbank Limited as our principal banking subsidiary. Our ordinary shares have been listed on JSE Limited (the JSE) since 1969 and on the Namibian Stock Exchange since 2007. We are a JSE Top 40 company with a market capitalisation of R119,5 billion as at 30 June 2015. Old Mutual plc is our majority shareholder and has 55,4% ownership of Nedbank Group.

Contact: Amos Kova.
Tel: 086 055 5111. Fax: 086 055 5111.
Email: graduates@nedbank.co.za.
Website: http://www.nedbank.co.za.

Students: Variety of qualifications in line with the advertised graduate programmes.

To Apply: Apply online via www.nedbank.co.za/graduates.

Closing Date: 30 June 2016.

Nedbank

Nedbank is a bank of the year for 2015 as voted by The Banker magazine. We are a top performing JSE listed multinational company. We are a vision led values driven organisation that places emphasis on the well-being and professional development of our staff. Bank on your future, visit www.nedbank.co.za.

Contact: Buhle Mbele.
Tel: 011 294 1715. Fax: 011 294 1715.
Email: buhlemb@nedbank.co.za.
Website: http://www.nedbank.co.za.
52 SEIZE THE OPPORTUNITY

Students: BCom(Accounting) Honors, BAcc Science Honors, BCom Accounting - Final year undergraduates, BAcc Science - Final year undergraduates.

To Apply: Apply online at www.nedbank.co.za Careers, Young Professionals, Graduate, Programme, CA Training Programme.

Closing Date: 04 March 2016.

Ngubane and Co

We are a black-owned and managed multi-disciplinary professional service firm. Our competencies lie in auditing (external and internal), accounting, business consulting, IT consulting and Tax consulting. We started out in 1995 as an accounting and audit firm, but our operations have since grown to include business and IT consulting. We have branches in Mafikeng, Polokwane, Durban and Witbank. We started out in 1995 as an accounting and audit firm, but our operations have since grown to include business and IT consulting. We have branches in Mafikeng, Polokwane, Durban and Witbank.

Contact: Palesa
Tel: 011 254 0800. Fax: 011 805 0168.
Email: hr@ngubane.co.za.
Website: http://www.ngubane.co.za.


To Apply: Send an email to hr@ngubane.co.za.

Closing Date: 30 November 2016.

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 and Paris. 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.

Our requirements

Entry level candidates should have excellent academic credentials in economics and preferably 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

To apply, please send your CV, covering letter explaining why you would like to join RBB Economics and your transcripts to vacancies@rbbecon.com. For further information please visit our website.

www.rbbecon.com
Nkonki Incorporated

Nkonki Incorporated is a JSE accredited assurance and business advisory firm that was established in 1993. We have grown into a formidable player in the South African audit, accounting, consulting and business advisory industry. We boast an impressive list of clients both in the private and public sectors. Opportunities are available for training contracts, vacation work, bursaries, aspiring CA (SA), IT auditors, internal auditors and CPA's. Our services are: Assurance; Advisory; Corporate Finance; Human Capital; Recovery Services; Forensic; BBBEE Verification; Taxation. Your future begins here!

Contact: Nosipho Hlatshwayo.
Tel: 011 517 3070. Fax: 086 549 5392.
Email: nosiphoh@nkonki.com.
Website: http://www.nkonki.com.

Students: Final year students in BCom Accounting - CA Stream or BCompt, BAccSc & Hons. B.Com Internal Auditing; Hons Internal Auditing; CTA or Equivalent, Information Systems and Computer Science.

To Apply: Send CV and supporting documents to nosiphoh@nkonki.com.

Closing Date: 28 October 2016.

Norton Rose Fulbright

Norton Rose Fulbright is a global legal practice. We provide the world's pre-eminent corporations and financial institutions with a full business law service. We have more than 3800 lawyers based in over 50 cities across Europe, the United States, Canada, Latin America, Asia, Australia, Africa, the Middle East and Central Asia. Recognized for our industry focus, we are strong across all the key industry sectors: financial institutions; energy; infrastructure, mining and commodities; transport; technology and innovation; and life sciences and healthcare.

Contact: Siyurie Moodley.
Tel: 011 685 8500. Fax: 011 301 3200.
Email: siyurie.moodley@nortonrosefulbright.com.
Website: http://www.nortonrosefulbright.com.

Students: BA Law, Bcom Law, LLB degree and any other law degrees.

To Apply: Applications must be submitted online at nortonrosefulbright.com/za/appl.

Closing Date: 31 January 2018.

One Capital Advisory Proprietary Limited.

One Capital is an independent corporate advisory firm in South Africa providing differentiated, strategic and financial advice to its clients. Professional members have in excess of 60 years combined corporate, finance and advisory experience and have initiated and executed a number of DealMakers’ top rated transactions and was named 2014 DealMaker of the year. The One Capital ethos is one of committed teamwork with a collective focus on ethics, swift execution, quality and excellence. One Capital prides itself on the innovative ideas, comprehensive strategies and bespoke solutions provided to clients based on the strength of the firm’s intellectual capital and experience.

Contact: Amanda Mahlunge.
Tel: 011 550 5027. Fax: 086 538 4299.
Email:amanda@onecapital.co.za.
Website: http://www.onecapital.co.za.

To Apply: An application link will be sent to the university when One Capital applications open.

Closing Date: 31 August 2016.

Outsurance Insurance Company Ltd

OUTsurance is a world-class profit orientated short-term & life insurer. You always get something OUT, in that we are vibrant, successful and values orientated with an awesome dynamic culture. Our success can be attributed to the OUTstanding people that work for us. If you want to join OUTsurance, visit our careers page at www.outsurance.co.za to apply or register your profile on our database.

Contact:
Outsurance Insurance Company Ltd.
Tel: 012 684 8155. Fax: 012 673 4542.
Email: vorsterh@out.co.za.
Website: http://www.outsurance.co.za.

Students:
3rd year students and students that have completed their degrees/qualifications in Insurance, Risk and related degrees.

To Apply:
Apply online at http://www.outsurance.co.za.

Closing Date: 01 October 2016.

Have you signed up for JEm?
go to www.wits.ac.za, ‘Recruitment’ and ‘Journey to Employability”

Pharma Dynamics

PHARMA DYNAMICS, founded in 2001, is one of the most trusted names in generic pharmaceuticals among healthcare practitioners and patients alike. Our cardiovascular products continue to be the most prescribed portfolio for heart related conditions in the country, which bears testament of our passion for quality and the efficacy of our products – all designed around the needs of Southern Africans. In addition to our leading CVS business, we provide central nervous system, paediatric and over-the-counter products, which include top brands in categories of cold & flu, allergy, heartburn and immune boosters.

Contact:
Nicola Ramsay.
Tel: 021 707 7078. Fax: 021 707 7078.
Email: n.ramsay@pharmadynamics.co.za.
Website: http://pharmadynamics.co.za.

Students:
BSc. Honours Degree students in the fields of pharmacology, biochemistry, biotechnology, scientific research.

To Apply:
Submit your application to Nicola Ramsay, HR Intern, via the Pharma Dynamics Careers Page www.pharmadynamics.co.za. Any questions can be directed to her at the following email address: n.ramsay@pharmadynamics.co.za.

Closing Date: 08 April 2016.

Procter and Gamble

Procter and Gamble, a FMCG company that produces brands that touch and improve lives was recently awarded the number 1 Employer of Choice in Africa (Careers in Africa) and locally recognised as the Company most Associated with Leadership Opportunities and Professional Development, testament to the fast start P&G careers
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give interns & graduates and the opportunity to work on projects that build leadership and entrepreneurial skills for future assignments.

If you are looking for a company that develops business leadership skills, whose actions reflect its principles and values, our company is an exciting, fulfilling choice.

Contact: Talent Supply.
Tel: 010 001 9652. Fax: 010 001 9652.
Email: experiencepg.im@pg.com.

Students: An ideal candidate is one with proven leadership and analytical skills with the ability to take initiative to communicate & work effectively in a team environment. Internships take place twice a year during university vacation periods from June to July and December to February.

Internships are only open to students that are currently full time university students. If you have already graduated you will only be eligible for Graduate and/or Full Time Graduate Recruitment: Applications open in July every year for positions open in January the following year. Eligible students need to have graduated by December of the previous year to be considered.

To Apply: Step 1: Go to our website www.africa.pgcareers.com, create a profile and upload your CV online.

Closing Date: 31 August 2016.

“Life is not about how fast you run or how high you jump, but about how well you bounce” [anon]

PwC

PwC is the largest Professional Services Firm in the World. Our lines of service include Advisory,

Tax and Assurance. Known predominantly as an ‘Audit’ firm, PwC has a large Advisory business, which grooms graduates, from a variety of different honours and masters qualifications, to work as management consultants.

We find solutions to complex business problems, whilst seeking to uplift society. We are looking at gathering the brightest minds, most energetic and enthusiastic personalities, who are looking for growth and a rewarding and challenging environment

Contact: Shamolia Dursen.
Tel: 011 797 4391. Fax: 011 207 4391.
Email: shamolia.dursen@za.pwc.com.
Website: http://www.pwc.co.za.

Students: Honours and Masters Students in Actuarial Science, Financial Mathematics and Finance.

To Apply: Apply online at www.pwc.co.za.

Closing Date: 14 October 2016.
When you join PwC, you become part of a firm that has the resources, scale and critical mass to make a difference in the really important areas in business and in the wider society. At PwC you will always have many professional and personal options. Whether you are leaving school, about to graduate or are looking for a change of direction, there’s an incredible variety of career paths open to you. And whichever you choose, you can be sure you will get your career off to the best possible start. Take action. Lead the way.

Contact: Faatima Omar.
Tel: 011 797 5423. Fax: 011 209 5423.
Email: faatima.omar@za.pwc.com.
Website: http://www.pwc.co.za/careers.

Students: Bachelor of Accounting Science final and honours year students.

To Apply: Online: www.pwc.co.za/careers.
Closing Date: 31 October 2016.

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.

Contact: Tracey Ashington.
Tel: 011 282 8000. Fax: 011 282 4474.
Email: graduate@rmb.co.za.
Website: http://www.rmb.co.za.

Students: Final year students in Finance, Investment, Actuarial, Maths of Finance, Pure Math, Computational & Applied Math, B EconSc, etc. as well as Engineering, Computer Science and Information Systems.

To Apply: Visit our website http://www.rmb.co.za.
Closing Date: 30 July 2016.

RBB Economics

RBB Economics is one of the largest competition economics practices in the world with 8 offices globally including London and Johannesburg. We provide professional, independent economic advice on competition policy matters, applying the latest advances in economic theory, statistical and econometric techniques in helping our clients address complex competition challenges. We work in dedicated, multi-national teams which combine the experience and expertise relevant to each case. The work at RBB is stimulating, challenging, demanding and rewarding.

Contact: Crystal Johnson.
Tel: 011 783 1949. Fax: 011 783 0048.
Email: crystal.johnson@rbbecon.com.
Website: www.rbbecon.com.

Students: We are looking for candidates with economics at Honours level or higher for permanent positions, though we also offer internships to candidates who might be thinking about a career in competition economics once their studies are over. If you think you’ve got what we’re looking for, please get in touch– we’d love to hear from you.
RCL Foods

RCL FOODS is a leading African food producer in South Africa with a market capitalization of R16 billion, employing 20,479 people in operations across South Africa, Swaziland, Namibia, Botswana, and Zambia. We manufacture a wide range of branded and private label food products which we distribute through our own route to market supply chain specialist, Vector Logistics. Through our newly created divisions - Consumer, Sugar & Milling, and Vector - we manufacture and distribute a wide range of household brand names including Selati Sugar, Supreme Flour, Rainbow and Farmer Brown chicken, Pieman's pies, Mageu Number 1, Sunbake bread, Nola mayonnaise, Yum Yum peanut butter, Bobtail and Catmor pet food products, and the leading animal feed brands Epol and Molatek. We also offer a wide range of dedicated services to food service customers across South Africa and beyond our borders.

Contact: Prenisha Ramharack.
Tel: 031 242 8766.
Email: Prenisha.ramharack@rclfoods.com.
Website: www.rclfoods.com.

Students: Completed studies or currently in the final year of study in the following disciplines:


To Apply: To apply please send your CV, transcripts and cover letter to vacancies@rbbecon.com, for more information visit www.rbbecon.com.
Closing Date: On-going.
RSM ZA

Since 1 April 1939, we have experienced constant growth and established ourselves as experts in our field. This has been attained through our commitment to providing outstanding levels of client service. RSM South Africa has a broad-based clientele which includes both local and international clients, of both a personal and corporate nature.

At RSM, we insist on working with the very best people. We have professionals across the globe that are experts in their fields. But we go further. Many of our senior partners are thought leaders; individuals with an entrepreneurial spirit, and a passion for shaping futures. Through RSM you’ll have the opportunity to benefit from their expertise and insights. This is our shared commitment to quality.

Contact: Marita Cloete.
Tel: 011 329 6145. Fax: 011 329 6100.
Email: marita.cloete@rsmza.co.za.
Website: http://www.rsm.global/southafrica/

Students: BAccSci (final year), HDipAcc and BAccSci (Hons) students.

To Apply: Apply online at http://www.rsm.global/southafrica/

Closing Date: 14 October 2016.

SAB

SAB is the second largest listed company on the JSE Securities Exchange, South Africa’s leading producer and distributor of alcoholic and non-alcoholic beverages and one of the nation’s largest manufacturing firms. Its portfolio includes brands rich in heritage such as Castle Lager, Hansa Pilsener, Carling Black Label and the iconic Dutch beer brand Grolsch. SAB employs more than 9,000 people, 75% of whom are from previously disadvantaged groups.

Contact: Pam Cherry.
Tel: 011 885 3918. Fax: 011 885 2927.
Email: pam@studentvillage.co.za.
Website: http://www.sab.gradx.net.


To Apply: Apply online at http://www.sab.gradx.net.

Closing Date: 27 August 2016.

SAICA

The South African Institute of Chartered Accountants (SAICA) is the foremost accountancy body in South Africa and one of the leading institutes in the world. It plays an influential role in a highly dynamic business sector.

Contact: Teboho Moephudi.
Tel: 011 621 6672. Fax: 011 621 6778.
Email: Tebohom@saica.co.za.
Website: http://www.nowican.co.za.

Students: BCom (CA stream) students; BAccSc.

To Apply: Thuthuka programme manager, Khaya Sithole.

Closing Date: 02 December 2016.
Salamanca Group Southern Africa (Pty) Ltd

S-RM combines business intelligence and risk consulting, to help our clients understand the risks to their business and to identify and implement the most effective means of mitigation. We provide intelligence to compliance departments, strategy teams and legal counsel. This intelligence feeds into risk mitigation plans which we develop and implement to help corporate and private clients protect their assets: people, brand, products, data and reputation.

Contact: Gouwa Dawood.
Tel: 021 300 9870. Fax: 021 300 9870.
Email: g.dawood@s-rm.co.uk.
Website: http://www.s-rm.co.uk.

Students: Final year students in Political Studies, Legal, History, Linguistics.

To Apply: Send your cv and cover letter to ctcareers@s-rm.co.uk.

Closing Date: 30 June 2016.

Sanlam Investments

Be part of a brand that has become well established in the South African investments industry for close to a century. As one of the largest investment management companies in South Africa, we give you exposure to the complete end-to-end range of investment solutions for our clients, covering everything from unit trusts (active and passive), multi-managed funds and hedge funds to retirement funds along the full risk-return spectrum. By equipping you with everything it takes to succeed, every layer of your career and aspect of your personal growth is within reach at Sanlam Investments.
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Sanlam Life Insurance

We’re in the business of planning for tomorrow. The never-ending pursuit of meticulously crafting our clients’ futures. We do this by truly appreciating the value of money and turning the materials we’re given into something more. It’s our trade and it’s something we’re passionate about. It’s what makes us Wealthsmiths™.

If you would like to become a Wealthsmiths™ apprentice, you can apply for a graduate position at Sanlam, which will give you the opportunity to take part in our graduate development programme. It provides structured development opportunities focusing on leadership competencies, exposure to group coaching and networking opportunities with other graduates and young professionals, whilst gaining valuable industry experience.

Contact: Cindy Marinus.
Tel: 021 947 2732.
Email: GraduateRecruitment@sanlam.co.za.
Website: http://www.sanlam.co.za/graduates.

Students: Final year (undergraduate & honours) students including but not limited to the following disciplines; actuarial science, accounting (CTA), finance, investments, mathematics, statistics, information systems, law, marketing and more.

To Apply: Please apply via our website http://www.sanlam.co.za/graduates and attach a copy of your CV, identity document (ID) and a copy of your most recent transcript.

Closing Date: 30 September 2016.

Shoprite Holdings

The Shoprite Group of Companies, Africa's largest food retailer and largest employer, operates 1825 corporate and 363 franchise outlets in 15 countries across Africa and the Indian Ocean Islands. Shoprite Holdings Ltd is a public company listed on the JSE Limited, with secondary listings on both the Namibian and Zambian Stock Exchanges.

Contact: Lauren Cullum.
Tel: 021 980 4309. Fax: 021 980 6712.
Email: lcullum@shoprite.co.za.
Website: http://www.shopriteholdings.co.za.

Students: Honours and Masters Students. All degrees welcome.

To Apply: Follow the online application process at www.investmentsacademy.co.za.

Closing Date: 05 August 2016.
Standard Bank 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 in 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 continue to position the group for the future, putting our customers and clients at the centre of everything.

Contact: Susan Dube.
Tel: 011 631 3195. Fax: 011 631 3195.
Email: susan.dube@standardbank.co.za.
Website: http://www.standardbank.co.za/graduates.

Students: Accounting Students.

To Apply: Go to www.standardbank.co.za/graduates. once you are there, click on our graduate programmes and select the programme you are interested in and qualify for. Once you have selected, you will be able to upload your CV, transcript and ID copy.

Closing Date: 15 June 2016.

Standard Chartered Bank

Standard Chartered is a leading international banking group. It has operated for over 150 years in some of the world’s most dynamic markets and earns more than 90 per cent of its profits in Asia, Africa and the Middle East. This geographic focus and commitment to developing deep relationships with clients and customers has driven the Bank’s growth in recent years.
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Standard Chartered PLC is listed on the London and Hong Kong stock exchanges as well as the Bombay and National Stock Exchanges in India.

Contact: Raylene Littler.
Tel: 083 706 8338. Fax: 011 217 6601.
Email: raylene.littler@sc.com.
Website: http://www.sc.com/graduates.

Students: Final Year, postgraduate & Masters students in Commerce, Science (science and Computational Maths, Statistics, Law). Foreign National Students are welcome to apply to their country of origin.

To Apply: Online application. Log onto http://www.sc.com/graduates from 1 September 2016 for all Graduate opportunities for 2017.

Please review the programme stream available in your country before applying. South Africa only has 3 streams available: Financial Markets, Corporate and Institutional Banking and Corporate Finance, Transaction Banking. Our programmes start in August 2017.

Closing Date: 15 December 2016.

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Student Village

We assist top employer brands to target and attract top talent at universities across the country. In most cases we create ways for brands to connect with students and give them opportunities. We are Youth Marketing and Graduate Recruitment Specialists. We assist top employer brands to target and attract top talent at universities across the country. In most cases we create ways for brands to connect with students and give them opportunities.

Contact: Koketso Selepe.
Tel: 011 885 3918. Fax: 011 885 2927.
Email: koketsoselepe@gmail.com.
Website: http://www.studentvillage.co.za

Students: All disciplines.

To Apply: All information will be found on the student village website and or communicated To the Counselling & Careers Development Unit.

Closing Date: N/A.

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TEACH South Africa

TEACH South Africa offers an opportunity to qualified Maths, Science, English and IT graduates to use their skills to improve learner achievement. Through our intensive training and support, we will equip non education graduates with what is needed to be a successful educator. TEACH

Ambassadors are placed at disadvantaged schools to teach for a period of two years.
SEIZE THE OPPORTUNITY

Contact: Moses Madziba.  
Tel: 011 209 8067. Fax: 086 586 6709.  
Email: moses.madziba@teachsouthafrica.org.  
Website: http://www.teachsouthafrica.org.

Students: TEACH South Africa offers an opportunity to qualified Maths, Science, English and IT graduates.

To Apply: Apply online at www.teachsouthafrica.org.

Closing Date: 10 September 2016.

The Boston Consulting Group RSA (Pty) Ltd

The Boston Consulting Group is a global management consulting firm and the world’s leading advisor on business strategy. We partner with clients in all sectors to identify their highest value opportunities address their most critical challenges and fundamentally transform their business trajectories. BCG’s twelve thousand employees work eighty-two offices in forty-six countries. BCG is present in Casablanca Johannesburg Luanda and Lagos and we serve leading companies and organisations across the African continent.

Contact: The Boston Consulting Group Recruiting Team.  
Tel: 011 245 1686. Fax: 011 245 1601.  
Email: recruiting.johannesburg@bcg.com.  
Website: http://talent.bcg.com.

Students: We are looking for students with outstanding academic records, strong analytical and interpersonal skills, intellectual curiosity, and great ambition for both internship and full-time positions. Learn more about our work at www.bcg.co.za.

To Apply: Please submit your CV, cover letter and full academic transcripts online at http://talent.bcg.com for the internship (the closing date is the 16th March 2016) and full-time positions (the closing date is the 30th September 2016).

Closing Date: 30th September 2016.

The Red and Yellow School

Red & Yellow has been producing some of South Africa’s top Advertising and Marketing graduates since 1994. We believe that practical experience is the key to success in the competitive industry we operate in, which is why our graduate level study programmes focus on growing your personal and professional skills right from the get-go: discover your strengths, tackle real world projects, learn from the experts, and network with them. You’ll be work-ready and eager to hit the ground running by the end of your studies.

Contact: Dominic Pestana.  
Tel: 021 462 1946. Fax: 086 604 5858.  
Email: info@redandyellow.co.za.  
Website: http://www.redandyellow.co.za.

Students: Final year students in Marketing and Advertising.

To Apply: Apply online via our website: www.redandyellow.co.za.

Closing Date: 31 December 2016.

Thomson Reuters

Thomson Reuters is the leading source of intelligent information for the world’s businesses and professionals. We combine industry expertise with innovative technology to deliver critical information to leading decision makers in the financial and risk, legal, tax and accounting, intellectual property and science and media markets, powered by the world’s most trusted news organization.
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Contact: HR Team.
Tel: 011 775 3000. Fax: 011 775 3110.
Email: africa.hr@thomsonreuters.com.

Students: BCom Students majoring in financial markets (Economics, Business Finance, etc.), HR, Marketing, Legal and IT.


Closing Date: 31 December 2016.

Torrecid South Africa

Torrecid is a Globalized Multinational Business Group founded in 1963, dedicated to providing products, services, solutions and future trends to the Ceramic and Glass Sector. Torrecid Group is present in 25 countries around the world, with customers in more than 100 countries. Its headquarters are located in Alcora - Castellón, in Spain. The variety of companies and countries in which we are present allow employees an extremely wide range of opportunities and possibilities. We employ graduates fresh from varsity, with no or little experience, and develop them to becoming future leaders.

Contact: Phindile Zwane.
Tel: 011 314 0092. Email: pczwane@torrecid.com.

Students: Chemical, Industrial, Civil, or related Engineering disciplines; BCom Finance, Accounting, or related (not for CTA/CA stream students/graduates) final year students.

To Apply: Send CV and supporting documents to: pczwane@torrecid.com.

Closing Date: 31 August 2016.

True North Partners

True North Partners Pty (Ltd) is an independent consulting firm registered in London and Johannesburg with offices in London, Frankfurt and Johannesburg. We have extensive global experience and industry recognition in the financial services, risk management and finance communities. TNP is uniquely distinct from the typical consultant business models. A boutique consulting firm focused on risk, finance and strategy, we deliver innovative concepts and methodologies based on specialist experience and analytical backgrounds. Working across multifaceted competencies of risk, finance and strategy we offer client-specific solutions as well as sustainable implementation development strategies.

Contact: Michelle Aldana.
Tel: 011 646 4739. Fax: 011 783 4383.
Email: recruiting@tnp.eu.
Website: http://www.tnp.eu.

Students: We are looking for engineers, financial, statistical and actuarial science students in their final or penultimate year of study.

To Apply: If you would like to contribute to the success of our firm and enhance your personal development in an inspiring environment, please send your application including cover letter, CV and supporting documents to the email recruiting@tnp.eu. Applications for the internship close 2nd of May 2016 and the internship will run in the winter holidays.

Closing Date: 30 June 2016.
**Unilever South Africa**

Fast Moving Consumer Goods and manufacturing company offering internship and Graduate Development programme opportunities in Finance, HR, Supply Chain, Engineering, Research & Development, Marketing and Customer Development.

**Contact:**  
James Hu.  
Email: james.hu@unilever.com.  
Website: http://www.unilever.co.za.

**Students:**  
BCom; BEconSc; BA; BSocSci; BEng; BSc; BCom  
Law students.

**To Apply:**  
Apply Online - www.unilever.co.za/careers.  
**Closing Date:** 14 August 2016.

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**Vega**

Vega, an educational brand of the Independent Institute of Education, believes that brands are the world’s greatest assets for meaningful change. Vega therefore aims to graduate a new breed of thinker by delivering fully accredited Degrees, Honours and Masters in brand building and creative communication. Vega’s mantra - wisdom with magic - communicates its belief in creative strategic thinking.

**Contact:**  
Palesa Mofokeng.  
Tel: 011 521 4600. Fax: 086 515 7278.  
Email: pmofokeng@vegaschool.com.  
Website: http://www.vegaschool.com.

**Students:**  
Final year BA and BCom students wanting to pursue postgraduate studies in the fields of Brand Management and Brand Communication.

**To Apply:**  
Apply Online at www.vegaschool.com or with one of our Contact Navigators on 011 521 4600.  
**Closing Date:** 30 November 2016.

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**Wipro Technologies**

Wipro Ltd (NYSE: WIT) is a global information technology, consulting and outsourcing company with 158,217 employees serving clients in 175 cities across 6 continents. The company posted revenues of 7.5 billion US Dollars for the financial year ended Mar 31, 2015. Wipro helps customers do business better by leveraging our industry-wide experience, deep technology expertise, comprehensive portfolio of services and vertically aligned business model. Wipro is globally recognized for its innovative approach towards delivering business value and its commitment to sustainability. For more information please visit to our website www.wipro.com

**Contact:**  
Tanmoy Mukherjee.  
Tel: 071 251 4247. Fax: 011 061 6554.  
Email: tanmoy.mukherjee@wipro.com.  
Website: http://www.wipro.com.

**Students:**  
Wipro hires Computer Science and other science graduates for developing Next Generation Leaders. We offer top integrated learning programs geared to equip Btech or B.Sc.or MSc.or Diploma students with IT and computer application skills that place them at par with the best in the industry. For more information please visit www.wipro.com.

**To Apply:**  
Interested students should apply with their updated resume to tanmoy.mukherjee@wipro.com.  
**Closing Date:** 30 October 2016.
Brand Me!

Putting your best self out there

We all have childhood memories of the joy of visiting a MacDonald’s, Wimpy, Milky Lane, cinema or some other thrilling place to which most children seem to be attracted. It did not take us long to associate certain expectations, experiences, products and feelings with the various images that represented these organisations. These easily recognizable attributes are what is commonly referred to as branding.

A brand is essentially anything [a symbol, design, name, sound, reputation, emotion, employees, tone, etc.] that distinguishes one thing or product from another. In today’s job market and entrepreneurial landscape, there is no room for being just another non-descript face in the crowd. You have to separate yourself from the competition. You have to be more appealing to your target audience and you can achieve it by creating a recognisable personal brand.

Everyone has a personal brand – no matter how old, experienced or educated you are – and others in your network are evaluating you based on what they believe your brand to be.

A brand is essentially anything [a symbol, design, name, sound, reputation, emotion, employees, tone, etc.] that distinguishes one thing or product from another. In today’s job market and entrepreneurial landscape, there is no room for being just another non-descript face in the crowd. You have to separate yourself from the competition. You have to be more appealing to your target audience and you can achieve it by creating a recognisable personal brand.

Organisations and businesses have grappled with the concept of their brands for ages and spent tons of money developing these brands. As an employee, you not only interact with other individuals in your organization, but also with people from your organisation’s business partners, clients, service providers, partner organisations, and customers. So when you think about “My Brand” think about what you’re putting out there to all these people whose attention, respect, support and influence you are trying to solicit.

For a student who is about to graduate from university to the world of work, the idea of creating a personal brand that stands out, sets them apart from competitors and defines their value in the market place can be intimidating.

Join Dariel’s Graduate Programme and kick-start your IT Career in a stimulating, supportive and challenging IT & software development environment. Take this unique opportunity to work with some of South Africa’s top Software Developers, while you learn all you can in preparation for your career in IT.

We know you have what it takes. Become the best you can be and apply to our Graduate Programme.

Visit our website at www.dariel.co.za

Contact details
0860 Dariel (327435)
gradiates@dariel.co.za
www.dariel.co.za

Address
1st Floor
33 Scott Street
Waverley, Johannesburg
Here are some pointers to help you get started and land that exciting first opportunity in the world of work:

1. Focus on what makes you unique and the things you do well.
   Do you have good people skills? Are you outgoing and friendly? Or, is research and analysis your strong suit? Articulate what you believe you are good at, and be as specific as possible. Remember if you are unable to describe it clearly others are unable to see it!

2. What do you consider to be your passions?
   Do you love to work outside and the thought of a desk job repels you? Are you a people-person or would you rather be by yourself? What are your passions – Sports? Government? Research? Human Rights? The Environment? Social Media? Think of how you can use your passions to pilot you into the world of work on a high note and how you can align your passions with relevant organisations.

3. Harness the work experience you have accumulated to date.
   Most students on the brink of graduation have limited work experience. Work with the experience you have accumulated and examine it to be able to clearly communicate the roles and responsibilities that you have held, the skills and competencies that you have accumulated, and always take cognizance of the interpersonal skills and self-awareness that you have developed. Did you serve in an internship or as a member of a committee or club? Try to present these experiences as if they were salaried or paid endeavours.

4. Do not forget the NETWORK!
   This is the one element of your branding that will always have a bearing on your career opportunities. Always record the names of significant students or other people with whom you have worked, people with whom you have served or co-operated with on committees or clubs; lecturers with whom you have developed good relationships; managers and supervisors with whom you have had positive experiences in the workplace. These individuals are all potential witnesses to your brand…your work ethic, skills, personality, motivation and integrity. Maintain regular and meaningful contact with your network and keep them informed of your career plans and the jobs you are targeting. If the network becomes too large and unwieldy, whittle it down to retain the relationships you think are significant.

5. Spruce up your online presence!
   Potential employers will certainly check your social media presence. Make sure it is consistent with the brand you intend to offer. If frivolity characterised your social media presence as student, try to give it an appeal that would interest potential employers. Post and comment on posts that reflect your interests and career passions and start building your online brand today. You could also think of ways of using social media to connect with potential employers in your field of interest or to find out about these individuals so that you can build rapport with them in the event of a one-on-one encounter such as a social happenstance, interview or meeting.

6. Take cognisance of good role models.
   Friends and fellow students who are employed or successful in the job search process can be a great resource. Without forgetting that you are an individual, take note of what helps them to stand apart and any special strategies they used to get noticed. How did they network into the position? Learn from your friends and family who are currently in jobs or organisations that interest you.
7. Become attentive and purposeful in presenting your brand.

Your job search will serve you best if you see yourself as your own marketing agent. Be aware of your behavior, from your verbal communication style, dress and spelling to your eye contact with others, posture and activity on social media. Always ask yourself that if you were a hiring manager at your dream job, would you hire you? Make sure you are always intentional about how you represent your brand…you own it!

8. Develop your image…and it has to be a positive one!

Depending on your field of interest and the economy sectors that you are targeting, develop a style and image that you consider suitable and appropriate. It is useful to create an image that is consistent with what you are comfortable with. However, ensure that it is also consistent with the organisations you are targeting and relevant to the marketplace.

Once you feel that you have defined your brand and you are in the process of enhancing it, you will also need to monitor it through feedback on how others perceive it, especially those you deem important for your career. Always solicit feedback from objective individuals with more experience on how your brand works and how it can be enhanced.

Lastly, you would certainly want to learn from the triumphs and mistakes of others, including your role models and mentors, but you will always need to be yourself. Take cues from others including your mentors, but it’s important that you embrace your individuality. That’s how you’ll separate yourself from the competition.

Be Yourself Because Everyone Else Is Taken. [Oscar Wilde]

The purpose of the COVER LETTER:

• It is a standard document that accompanies the Curriculum Vitae.
• Together with the Curriculum Vitae, it aims to secure the writer an interview.
• In writing the cover letter, the writer is often pushed to reflect on career goals, strengths, and areas for development and training.
Students often fail to see the difference between the various elements that make up the Job Search document profile. Distinguish between:

**COVER PAGE** – This often forms the front page of a Curriculum Vitae or Résumé and contains no other text other than your name and perhaps the terms “Curriculum Vitae” or “Résumé”. It is not necessary, but often used. The example below illustrates:

**CURRICULUM VITAE**

**JOHN SNOW**

**COVER LETTER** – The Cover Letter is a more detailed document which speaks to your suitability for a particular position or organisation and emphasises your outstanding qualities for that position or organisation. When writing a cover letter keep the following in mind:

- The Cover letter should not exceed one page.
- Short sentences are desirable as they help you to express yourself clearly and succinctly.
- Where possible, try to address the letter to a specific person.
- Ensure that there are no grammar or spelling errors in the letter.

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**Cover Letter Example:**

24 Magnet Street
Melville
Johannesburg
2434

The Recruitment Manager
Felix Enterprises
1 Jan Smuts Avenue
Braamfontein
2015

29 August 2014

Dear Sir/Madam or Mr/Miss/Mrs/Ms ……..

APPLICATION FOR THE POST OF...

1. Purpose of the letter / Why are you writing
   I hereby apply for the position of …

2. Do you qualify?
   I am in the process of completing my degree in / I am currently studying towards...

3. What makes you unique?
   I thrive in / I am good at / My achievements are/ / I enjoy…

4. DO YOU HAVE GOALS?
   I am seeking exposure in / In 3 years I want to become a…

5. HOW DO I GET HOLD OF YOU?
   You may contact me on…

6. What have you attached/enclosed?
   Please find enclosed/attached the following…

I look forward to your response and thank you for considering my application.

Yours sincerely,

John Snow
Motivation Letter – The motivation letter is in many ways an extension of the cover letter. It does give the individual more latitude in terms of what to say and also gives the individual the opportunity to say more than would usually be said in the cover letter. The following guidelines would usually apply to the writing of a cover letter:

Only write a motivational letter when specifically asked to write one. In all other instances the regular cover letter would suffice.

Unless you are especially confident of your writing ability, it makes sense to think in terms of quality rather than quantity. Keep sentences short and to the point. Only write more than one page if you are specifically requested to by the recruiter or if you are confident that a longer letter would enhance your prospects.

Some elements that can be included in the Motivational Letter include:

What makes you unique?
Personality attributes, Academic Excellence, Work Ethic, Interpersonal Skills, Special Experience.

Your career goals and objectives
Realistic but exciting targets you want to reach within a specific timeframe…think SMART

S – specific
M – measurable
A – achievable
R – realistic
T – time bound

Your interests and extra-curricular activities
Indications that you are more than a student, that you are proactive, and engaged and concerned,…think GRADUATENESS!

All letters in the job search process Should Not:
• Give an indication of desperation. Always consider yourself worthy of selection.
• Contain any grammar or spelling errors.
• Have poor salutation – University Graduates are expected to have the ability to write a good basic letter.
• Be critical of other individuals or organizations.

THE CURRICULUM VITAE
FOR A NEW GRADUATE

The CV as the Curriculum Vitae is so often referred to as, is an essential part of the job search. Any attempt at applying for an interesting job would entail the submission of the CV, or alternatively, candidates will be called upon to complete an online application form. The latter, in most instances, solicits the same information that one would provide in a CV. The online application, however, would usually provide the recruiter with a standardized format or template that suits the specific employer or recruiter’s preferences. Whether candidates are called upon to submit a CV or complete an application form it is essential that s/he spend time to DEVELOP the strongest CV possible. Do note the emphasis on the word “DEVELOP”. The CV would always require several drafts to be reviewed and critiqued before it is at its best and should be a comprehensive outline of your qualifications and experience.

BELOW IS A LIST OF SECTIONS THAT MAKE UP THE CV:

Heading & personal details:
Most students still feel compelled to dedicate an entire page to this section; including information on health, marital status, age, sex and a host of unnecessary information. There is no need for this section to take up more than a few lines at the top of the first page of the CV, listing your name and contact details. You could include your identity number and indicate whether you have a drivers license. If you do not have a driver’s license exclude this item.

Career Goal and/or summary:
The career goal is usually a short statement indicating a career goal that the candidate would like to achieve. One has the option of indicating a specific goal towards which one is focused or a more idealistic statement of ones motivation to achieve well. The following examples illustrate:
**Specific:** To complete my articles with a reputable law firm that encourages me to explore different specialisations in Law and motivates me to maintain high standards of responsibility, ethical adherence and professional practice.

**General & Idealistic:** To constantly charter a career path that guides me towards high standards of achievement, innovation, ethical practice and social responsibility.

Whichever option you choose, ensure that it is a strong expression of your career goals and that you could comfortably speak to it in the interview if necessary. A career summary, should you wish to include one, is usually added as a separate and emphasized section after the career goal. It should include outstanding personal qualities or achievements in not more than 3-4 succinct sentences.

**Education:**

This is usually the strongest element of the CV for a new graduate. Always remember to include the correct name of the institution at which the qualification was obtained, the correct name of the certificate (degree or other) that you achieved, and the start and completion dates of the qualifications listed.

It is good practice to list the most recent achievements first. Most recruiters are curious about what you did in the last 3-5 years. There is seldom any interest in primary school achievements.

**Work Experience:**

While most recent graduates have limited work experience, any work experience should be listed. As with education, the most recent experience should be listed first. The name of the organization, job title and start and completion dates should be listed accurately. One should also list the core tasks performed. All work experience should be listed as it will be seen as a valuable addition to the academic development that the student has acquired and will also enhance the individual’s profile as a proactive person.

**Skills:**

A list of transferable, i.e. skills that are not job specific, should be listed here. Students should be aware that skills refer to the ability to do an activity or job competently, especially because it has been practiced. Many students fail to see the distinction between a skill and a personality trait. The latter is usually mentioned in the cover letter. A skill is usually best presented if there is an indication as to where/how it has been demonstrated, e.g.:

**Computer Skills:** Familiar with MS Office, advanced knowledge of Excel gained through research project on...

**Presentation Skills:** Have presented on various topics before class before class and have presented a conference paper to ...

**Problem Solving:** Have demonstrated ability to identify and design solutions to problems through exposure to challenging class projects as well as work experience as.....

**Achievements & Awards:**

Everyone wants to highlight their biggest achievements and awards received. Yet, not all of us have long list of rewards to display. Work with what you have. If you have outstanding academic, sports or community awards list these. It is probably a good idea, though, to be selective about what you list and not to drown your most significant achievements and awards in the trivial. You get to decide what’s important. In all cases provide the name of the award.

**Extracurricular and Committee Participation:**

Being able to list some participation in a committee such as a student, sports or community organisation says a great deal. Any roles and projects that you have participated in should be mentioned. Once again, do try to highlight the most significant roles. If you do not have any or very little committee participation, you may want to leave this section out. Do, however, think of ways that you can fill this gap in the future.

**Hobbies & Interests:**

While many consider this section to be somewhat unnecessary, it does help to give a balanced or rounded picture of the candidate. This section gives one the opportunity to tell the recruiter that one is socially committed, health conscious, pro-active, inquisitive, artistic and much more. Whatever you list, ensure that it adds value. “Watching television” does not add any value!
Referees:

It is standard practice to list 2-3 referees. Referees are individuals that have interacted with you as lecturers, colleagues, managers, supervisors or co-members of a committee. It is important that the referees you list are people with whom you have maintained contact. Referees should always be aware that they have been forwarded as referees. Ideally, one should have a conversation with the respective referee to establish whether the reference will be a positive one and also to discuss some of the individual’s strengths and weaknesses. Referees are always asked about both the candidate’s strengths as well as his/her weaknesses. Everyone has weaknesses so don’t feel uncomfortable talking about these.

The above form the major aspects that should be covered in a CV. It is possible that additional sections will be added, e.g. publications, so feel free to adapt the suggestions above as is appropriate.

Always bear in mind that:

- The CV should ideally be a maximum of 2-3 pages in length. It should be concise while capturing all the essential information in positive language.
- The CV is not the place to complain about others or to seek sympathy.
- The CV’s appearance should be professional and devoid of any spelling or grammar errors.
- Font size should not exceed 11-12 points and a simple and easy to read font should be used. Recruiters are generally professional and not easily deceived by the excessive use of bold or decorative fonts. Focus on the content instead.
- A balance between a CV that has excessive white space and one that is text heavy is best.
- A CV should always be accompanied by a cover letter.
- A CV should always be reviewed by someone that is experienced and skilled at writing a CV.

CONFIDENTLY INTERVIEWED

Making the most of the job interview

The Job Interview is awfully intimidating for most of us, especially if we have had little or no experience in being formally interviewed. So understand that IT IS PERFECTLY NORMAL TO EXPERIENCE ANXIETY BEFORE THE JOB INTERVIEW! That said, individuals can do a lot to reduce the anxiety they experience through preparation, practice and self-awareness. An important, and reassuring, point to bear in mind is that being invited to a job interview is a strong message that one has already made a positive impression on the recruiting organization.

Preparation for the job interview is a developmental process and one rarely scores 10/10 for a job interview. This is also true for the other candidates who are competing for the same job. Below are some of the areas of preparation that one can consider to assist in the preparation.

Mock Interview:

A mock interview is a simulated exercise in which the candidate is interviewed by someone with the view to receiving supportive feedback on interviewing style, preparation and behaviour in the interview. Such feedback could be about how the interviewee listens to questions, structures responses to questions, body language and other aspects that could influence the decision of the interview panel. Attending a mock interview can help to deal with some of the interview anxiety and enhance confidence.

CCDU offers students the opportunity to have a mock interview. Students who have used this opportunity have generally found the exercise to be a very useful step in their preparation.

Competency Based Interviewing:

While each job or organization will seek traits in employees that are suited to the specific job or organization, the interview will usually include a reasonable number of competency based questions. These are aimed at assessing the candidate’s strengths or weaknesses in the following areas:
• **Intelligence & Communication** - The interviewer is unlikely to ask specific questions with regard to these competencies. They will, however, assess your capacity to communicate and impart information in a succinct manner.

• **Problem Solving** - While there is unlikely to be a direct question in this regard, it is always good preparation to have a couple of examples that one can draw from. Considering that a problem is simply a situation that requires an intervention to bring about a desirable result, candidates should look at their history to find examples that illustrate how they have solved problems. Such problems can be identified through participation in clubs and societies, part-time work experience, sports teams, group projects or community projects. The problem need not be complicated; no one expects a new graduate to have managed a multi-million Rand budget. Important points include a clear description of the problem [project], your contribution and what you have learned.

• **Conflict Management** – Any scenario in which people are working together is a fertile ground for conflict. This occurs in sports teams, work teams, committees and even personal settings. Once again, the candidate should be able to describe the situation in which the problem occurred, what he/she did to address the problem, the outcome and what was learned from the conflict situation.

• **Team Work** – One’s contribution to teams and the roles that one plays should be described here. Some categories of team roles as described by Belbin' include doing/acting, thinking/problem solving and people/feelings. Explore these further and try to use terms and language that best describe your strengths in a team. Remember that most people are good at filling one or a few roles in a team and not all.

• **Leadership** – This one often scares people. Bear in mind that few people in society are Nelson Mandelas! Think of the leadership qualities you display when working in sport, project work and community teams. Think of the strengths you display in team situations that involve motivating others, developing goals, working towards achieving goals, encouraging others to contribute and harnessing the ideas of the team as a whole. Be mindful that nobody is expecting a new graduate to have the experience of leading a multi-million Rand project.

In answering questions that relate to the above, it is always a good idea to look at your own experience to draw examples. It is usually a good idea to have at least 2 examples in which strengths in the above areas have been displayed.

The STAR format below provides a good template that can be used in answering questions related to the competencies discussed.

- **S** Situation  [Outline the situation that you intend to describe]
- **T** Tasks  [Identify the tasks that needed to be performed]
- **A** Action Steps  [Talk the panel through the action steps that were taken]
- **R** Result  [Summarise with a result and the learning that was achieved]

**Personal Questions:**

By law, employers are not permitted to base decisions on personal information that is not relevant to the job. However, some interviewers may pose personal questions. Assess the question and if it is not too invasive the question could be answered. If, however, the question poses discomfort and is invasive, the candidate could politely ask the reason for such a question. Most interviewers will provide a reasonable explanation. If not, a decision would need to be made as to whether one would be happy working for such an employer.

**Some common interview questions:**

- **Tell me about yourself.**

  This is often an ice-breaker and opening question in the interview. Provide a rounded response without getting too personal. Elements that can be covered include:
  - Brief history of family and background. Avoid delving into very personal detail as this is neither required nor appropriate.
  - Achievements.
  - Strengths
  - Hobbies and interests and
  - Career goals

1: [www.belbin.com/about/belbin-team-roles/](http://www.belbin.com/about/belbin-team-roles/) (12/05/2016)
THE RESPONSE TO THIS QUESTION SHOULD NOT TAKE MORE THAN 1.5 - 2 MINUTES.

- **What do you consider to be your biggest strengths?**
  An honest and rounded summary of your strengths should be mentioned here. Some indication of where or how these strengths have been displayed can be useful.

- **What interests you about this job/organization?**
  Be straightforward. Some research into the organization and the job should have been conducted so that a genuine response can be given.

- **What are your outstanding qualities?**
  The response to this question should refer to the way in which one’s abilities add value to teams and organizations. Technical strengths, interpersonal strengths and personal traits should be emphasized in a positive way.

- **What are your weaknesses or areas that require development?**
  Everyone has these. Weaknesses are best dealt with in a way that indicates self-awareness and the implementation of practical steps aimed at addressing such weaknesses. A lack of experience or a technical deficiency that is easily remedied can also be mentioned. Do not indicate that there are no weaknesses!

For most students, the scope of the job search extends beyond organizations that actively recruit on campus. While the organisations that recruit on campus are often larger, seemingly more desirable and it is certainly important to engage with these organisations, it is vitally important that the student who is serious about securing employment extends the job search beyond the Graduate Recruitment Programme and the Wits Campus. Some of the most common sources of access to jobs include:

- Social Network
- Employer Vacancy Websites
- Online Job Search Engines
- Recruitment Agencies

The first two are often less complicated and will usually entail some knowledge of the organization or job obtained through a trusted contact or background of an organization. It can, however, be a daunting exercise to understand which recruitment agencies or search engines have integrity and can be trusted to behave in an ethical way that complies with the labour legislation intended to protect the job seeker. Fortunately, there is some light at the end of the tunnel.

The Federation of African Professional Staffing Organisations (APSO) plays an important role in the monitoring and improvement of the labour recruitment sector and visiting their website will give you some idea of who is certified and complies with the necessary formalities to operate as a recruitment agency [this includes online job search engines] in South Africa.
Two important criteria for assessing the integrity of a recruitment agency are:

1. PEA Certification: Ensure that the agency that you are dealing with has a valid PEA Certificate [Private Employment Agency Certificate] which is issued by the Department of Labour and needs to be renewed every two years.

2. APSO Membership: Check whether the agency is a member of the Federation of African Professional Staffing Organisations (APSO). APSO is affiliated to the International Confederation of Employment Associations (CIETT) and is also associated with various other bodies aimed at improving professionalism in the sector and enhancing the ethical behavior of its members. More information about APSO can be obtained from the website, www.apso.co.za.

Job seekers are advised to visit the APSO website to obtain details of the various recruitment agencies that can be consulted.

Some useful job search engines include:

- Robert Walters: www.robertwalters.com
- CareerJet: www.careerjet.co.za
- JobMail: www.jobmail.co.za
- BestJobs: www.bestjobs.co.za
- Careers24: www.careers24.co.za
- PNet: www.pnet.co.za
- Recruitment Direct: www.recruitmentdirect.co.za
- Indeed: www.indeed.co.za
- All South Africa Jobs: www.allsouthafricajobs.com
- JobSpace: www.jobspace.co.za
- Career Junction: www.careerjunction.co.za

This list is by no means complete and does not claim to be representative of ‘the best’ recruitment agencies. Job seekers are encouraged not restrict their job search exclusively to the above lists.
1. Acquire work experience in fields that were not previously considered. The time spent in the working environment is always an opportunity for personal growth and skills development.

2. Pursue graduate studies. This could be a further course of study in one of your majors, a graduate programme in a different field, or a skills based course of study.

3. Volunteer work is always an option for the development of skills and experience. Ideally, one would prefer that such volunteer experience is directly related to a career goal but do not be too rigid about this.

Within the context of career development being a life-long process, it should be apparent that it is necessary to think along the lines of “developing a career” as opposed to “choosing one”.

The reality of the Economy

There is no need to hide from the truth here. The media have played up the need for “scarce skills” and organisations that have a need for these scarce skills tend to put in fewer resources towards the development and recruitment of humanities graduates. This however shouldn’t deter anyone from taking on the job market with a firm step. Your attitude is key to success in finding a job. It is up to you to remain motivated, resilient, optimistic and hopeful while skilling yourself appropriately. To this end it is imperative that you understand that the most common of the Humanities degrees, the Bachelor of Arts Degree, will do a lot better in the job market if it is capped with a postgraduate degree or a skill based training programme.

Skills developed through a Humanities Degree

One of the biggest problems in the way humanities students market themselves is their lack of understanding of the skills that they have developed in their studies and their inability to articulate this adequately in their job search documents and in the interview.

Here are some ideas of strengths and skills that the humanities graduate could speak to. See if you can think of others:

- **Independent learning skills**: The ability to learn, and the ability to recognise opportunities to learn. The ability to process information and knowledge.
- **Research skills**: The ability to source information and ideas, and the ability to distinguish between and critique various sources of information and ideas.
- **Writing skills**: The ability to structure one’s thoughts coherently and express oneself in ways that are appropriate to varying situations and environments.
- **Research Skills**: The ability to understand language and systems of meaning, whether they occur in literal texts, or in other forms. Humanities students learn to read images, culture, and a host of other things, besides written texts.
- **Verbal presentation skills**: The ability to confidently and clearly express one’s ideas and to persuade others of a standpoint or position.
- **Critical thinking skills**: The ability to distinguish between stronger substantiated ideas and weaker ones and to evaluate these ideas by benchmarking them against appropriate standards or norms.
- **Information literacy skills**: The ability to read, traverse, and create or construct the digital environment.
- **Problem-solving skills**: The ability to identify, understand and communicate a problem that needs to be solved, and the capacity to analyse problems with a view to finding solutions.
- **Question formulation skills**: The ability to appreciate and explain that all knowledge exists in answer to a question and to be able to formulate and refine these questions.
- **Interdisciplinary skills**: The ability to work at the borders of traditional forms of knowledge, using the resources from more than one area to help define a problem or ask a question, and suggest approaches to addressing the problem or question.
- **Diversity awareness**: The ability to appreciate cultural, religious and other traditions outside of one’s own and to harness these into meaningful and productive relationships.
- **Historical understanding**: The ability to chronicle past events that have influenced present practices and understand how these could be different.
• **Aesthetic understanding:** The ability to recognise, produce and critique visual, narrative, and musical structure, order, and allure.

• **Perspectival understanding:** The ability to understand how other people or groups think, and to value and harness difference.

• **Adaptability:** The ability to apply knowledge and skills to a wide variety of contexts.

• **Time and resource management skills:** The ability to work under pressure and maximize resources to produce a desired outcome.

• **Linguistic skills:** The ability to operate in more than one language.

• **Tact:** The ability to read social situations and to choose appropriate behaviours and forms of expression.

• **Ambiguity management:** The ability to work with concepts and in environments that do not necessarily operate in clearly distinguishable ideas or concepts, i.e. ideas and concepts that are not clearly “black or white”.

[adapted from pegasus.cc.ucf.edu/~janzb/humanities/humcareers.htm, 3 Jul 2013]

**Food for thought**

The NY Times had asked me to comment on the divergence of opinion between Bill Gates and Steve Jobs. In a speech before the National Governors Association, Gates had argued that we need to spend our limited education budget on disciplines that produce the most jobs. He implied that we should reduce our investment in the liberal arts because liberal-arts degrees don’t correlate well with job creation. Three days later, at the unveiling of the iPad 2, Steve Jobs had said: “It’s in Apple’s DNA that technology alone is not enough—it’s technology married with liberal arts, married with the humanities, that yields us the result that makes our heart sing, and nowhere is that more true than in these post-PC devices”.

Vivek Wadhwa Fellow, Arthur & Toni Rembe Rock Center for Corporate Governance at Stanford University www.linkedin.com/today/post/article/20130625221857-8451-liberal-arts-and-humanities-education-who-is-right-bill-gates-or-the-late-steve-jobs [3 July 2013]
of psychometric assessments to give students some idea of what this entails and what preparation is required.

Psychometric assessments are frequently used in assessing personality traits, abilities and competencies. A wide range of tools are available for use in these areas. The overall idea behind using these tools is to provide the recruiter with a more complete picture of the candidate so that the most suitable match can be made between the individual and the job.

Several questions arise when students are confronted by psychometric assessments. Some are discussed below:

• Will the decision to offer me the job depend on my performance in the assessment?

Assessment results are often taken into consideration when selections are made. However, it is unlikely that the recruiter will only consider performance in the assessment. The interview, academic performance and relevant experience will all be looked at before decisions are made.

• Can I get a copy of the assessment questionnaire to prepare myself?

It is generally not ethical practice to make available assessment tools to candidates before the actual assessment. However, if you are concerned about the content of the assessment tool, the person administering the tool will usually give you an introduction to help you settle in. Most psychometric assessments also make allowance for a few samples to help the candidate familiarise him/her with the nature of the assessment.

• What would be the best way to approach the assessment?

The best preparation is to attend the assessment well rested and motivated. Get to the assessment venue at least 15 minutes early and try to clear your mind of any other worrying issue as this could affect your responses to some assessment items.

• What will happen if I fake answers?

This is generally not a good thing to do. Many assessment measures are designed to include mechanisms to identify socially desirable responses (i.e. responses that present the candidate in a socially desirable light). Providing responses that are dishonest can do more harm to your integrity than good.

• Are assessment questions based on right or wrong answers?

This will depend on what the nature of the assessment is. Ability tests usually require specific responses, i.e. right answers. However, personality assessments do not have right or wrong answers. Candidates are frequently called upon to do an assessment battery, covering both ability and personality assessments.

• Will all assessments be psychometric, i.e. devised on the basis of sound psychological principles?

No. Recruiters could use any of a wide variety of assessment tools. The “leaderless group” is one such tool. In this case the candidates are divided into groups and given a task to perform or a problem to solve. Each candidate’s behaviour and the roles he/she plays in the group are observed and scored according to a pre-determined scoring system.

• What is the best way to approach a psychometric or other assessment?

The best approach to psychometric assessments is to tackle them with an open mind. Do not have too many preconceptions and pay careful attention to what the person administering the assessment says.

Always be aware of your rights in respect of psychometric assessments. The information obtained from an assessment should be confidential and should only be used for the job selection process.

Psychometric assessments are meant to select appropriate candidates for jobs. They are not intended to exclude people from opportunities.
Do you have to be all GEN-Y?

OK! We are well aware of the time worn notion of older generations being rigid and unable to understand youth. That would include “New Graduates”. However, there is at least some evidence that millennials or Generation-Y individuals are having some difficulty integrating into the corporate world. So, which new graduate didn't experience any challenges integrating into the work environment? Great question! So what can I, as a new employee, do to make life easier for myself and others in the workplace as I learn the ropes of workplace behavior and try to develop a successful career? Here are a few pointers:

Become a “local”

Try to understand the norms and culture of the organization. Your observation of others should help you. If you are in doubt, it would usually be better to err on the conservative or good side. This essentially entails sticking to the basics like ensuring that you are not the last to arrive in the morning or the first to leave. If you are in doubt, feel free to discuss this with a senior who enjoys the respect of both management and colleagues.

Spot a Mentor

Set a long-term goal of finding a mentor—a colleague with experience, who is approachable and has some seniority in the organization. The support of such a person can help you to navigate your career in the organization. Until you do find such a mentor though, try to establish who amongst your peers or those slightly senior are successful in the company and seem to enjoy a reasonable level of respect and trust. See such a person as a role model. This can help you in the short term as long as you are not looking to emulate extreme behavior that is totally out of sync with your personality, e.g. flamboyant dressing, abusive jokes and controversial comments. Instead, ask yourself:

- In what aspect of the business or work environment is this person knowledgeable?
- What distinguishes his/her work?
- What in his/her interpersonal style seems to garner support and co-operation?

This could help you to figure out how success is understood in the organization.

Write sentences, not msgs

This is one area that most experienced people are unwavering about. A quick way to lose credibility and invoke the anger of others is by sloppy communication. Such communication in the workplace forces others to make up for what you’re neglecting to do. Use spell check [with caution], read your communication aloud to sense its tone and clarity. If you need to ask for assistance, do so, but don’t see others as having responsibility for your communication.
Design your personal brand
You may not think of yourself as a brand, although others are always measuring you to see what you are about and what makes you special and trustworthy. Your brand can be considered as things that others say when you’re not around. You own the responsibility of making this image the one you want others to see.

There is no need to be burdened with the need to be perfect. One simply has to ensure that one’s good attributes stand out more prominently than one’s poor attributes. That way, when you do err, people will consider it a rare slip.

Solve problems
This, ultimately, is what will win you the respect of your colleagues and acknowledgement from management. If you are able to show a greater leaning towards explaining problems and offering creative alternatives as opposed to excuses and blame, you are more likely to be trusted with bigger responsibilities and support. This is key to career growth, personal development and reward.

Get your hands dirty
We all want to aspire to jobs that allow us to do what we love. The real world of work, however, is not so generous and it will call on us to bite the bullet at least every once in a while. In these situations it’s always worth remembering that if you love work, it doesn’t matter what the assignment, you will always derive some satisfaction from a job well done. Continuously look at what you can learn from a task or job and how you can use it to enhance your integrity in the workplace.

RESILIENCE & THE JOB SEARCH!

Resiliency is like a muscle ... that must be developed in advance and consistently exercised to be both strong enough to withstand severe challenges and flexible enough to handle a wide range of unpredictable forces.

www.globalresiliency.net 29 Jun 2015

RESILIENCE
Our capacity for resilience often determines our ability to cope with and emerge from pressurising and otherwise challenging situations. Tackling the job search and then adjusting successfully to the world of work and its challenges will call on us to draw on our resources to be resilient in the face of stressful and difficult situations.

There is no doubt that some of us tend to cope with stress and challenge much better than others. However, there is considerable agreement that resilient behaviours can be learned and developed through self-awareness and good attitudes.

The following are just a few pointers you could focus on in order to cultivate and foster your own resilience.

Nurture Yourself
Taking care of our bodies is often the first thing we neglect when we’re stressed. We either eat too much (often of the wrong foods) or too little (often of the essential foods). Our own needs are frequently neglected, reducing our capacity to weather and resist challenging situations.

Tip: Always remember to build skills that help you to take care of yourself. Take time to understand how you can enhance your awareness of healthy foods, good exercise, relaxation, and fun activities that support your big goals. These skills will help you to boost your overall sense of well-being and your capacity to cope with difficult situations.
Define a Sense of Purpose

Finding a sense of purpose can play an important role in recovery from trying events. A sense of purpose is often found through involvement in community events, cultivating an ideal, or participating in activities that are meaningful to us and give us a sense of belonging to something bigger than ourselves.

**Tip:** Define a sense of purpose that encourages you to do things for others in ways that help them to grow or overcome challenges. A sense of purpose that extends beyond yourself can provide you with a great feeling of achievement and satisfaction.

Connect With Others:

It always helps to have caring and supportive people around. A friend or colleague with whom we can confide in or share our problems won’t make these problems go away, but can allow us to share our feelings, help us to see alternatives and possible solutions to these problems.

**Tip:** Expand effort in associating with other students. This will help you to create a feeling of connectedness and help you to feel anchored. Your network does not have to be large, but should include people that you can trust and with whom you can share.

Embrace Change

It is well known that human beings are creatures of habit. The world that we live in, however, constantly calls on us to deal with change and forces us to adapt. Through embracing change and trusting our capacity for flexibility, we are more likely to be better equipped when confronted with a life crisis. Flexibility is an integral part of resilience and will strengthen our ability to cope with a job search that does not go as we planned.

**Tip:** When in a difficult situation, always remind yourself that you have the capacity to be flexible and to adapt. This may not be very apparent in a time of crisis, but embracing the idea will reassure you that once the crisis has passed, you are more likely to see alternatives and set new goals.

Establish Goals

Resilient people always have goals — goals in their lives, their careers, their relationships and in practically every other sphere of their existence. Goals help us to move from an “it would be nice” situation to “this is doable” situation in which our ideas are more concrete and achievable.

Even in crisis situations, one can set reasonable goals. When things seem overwhelming, step back and brainstorm possible solutions. It then becomes easier to break them down into manageable steps or goals.

**Tip:** Develop some realistic goals that call upon you to do something regularly — even if it seems like a small accomplishment — that enables you to move toward an achievable target. Instead of focusing on tasks that seem unachievable, ask, “what’s one thing I know I can accomplish today that helps me move in the direction I want to go?”

Keep Learning New Things and... New Ways of Doing Things

Being able to solve problems is a central part of resilient behaviour. In other words people who are able to develop solutions to problems are likely to cope better than people who cannot. This is a useful resource when things do not pan out as we would like.

**Tip:** Whenever you encounter a problem make a list of the possible solutions or ways of addressing the problem. It is always good to experiment with different strategies to find a logical and realistic way to work through common problems. By practicing your problem-solving skills regularly, you will be better prepared to cope when confronted with difficulties in the job search and other serious challenges.

It is worth noting that simply strategising won’t make our problems go away. Such procrastination will only prolong the crisis. While there is often no fast and simple solution to the problems that we encounter, it helps us to focus on taking the first practical steps in problem solving. Too much attention to the work required to solve a problem in its entirety can sometimes be discouraging. Always take cognizance of the progress that has been made.
Build Positive Beliefs

One’s self-image plays a vital role in coping with stress and recovering from difficult situations. This does not necessarily mean that we should turn every situation into an ecstatically happy occasion. Instead, we should be willing to embrace the notion that most adversity is temporary and that we are able to deal with the changes that life will inevitably call upon us to deal with.

Tip: Always remind yourself of your strengths, accomplishments and worthiness. This is a good daily practice to build resilience for the future. Everyone has strengths, accomplishments and a right to self-respect.

Consider the Positive Option

Optimism is a great part of resilience. It can be difficult to be optimistic, especially during dark periods when nothing seems to be going as planned. However, every situation will probably give us options to choose from; and considering the positive option is likely to build our resilience.

Tip: Understand that setbacks are usually transient and that we always have options in terms of how we choose to see any given situation.

The situations that we deal with can sometimes be very difficult. Still, it is important to remain hopeful and positive about a brighter future.

BUILDING RESILIENCE IS AN ONGOING PROCESS

Developing resilience is an ongoing process, so do not become discouraged if you still struggle to cope with problematic events. How resilience is developed can vary from one person to the next and you should always try to build on existing strengths and remind yourself that self-acceptance forms the foundation on which we build all our strengths.

If you can’t change it… change the way you think about it!

[Anon]
The notion of diversity and difference amongst people is not a new one. For years now, we have encountered talks and lectures, workshops and seminars, campaigns and lawsuits on aspects of diversity covering age, culture, education, employee status, economic status, gender, national origin, physical appearance, race, religion, sexual orientation, thinking style, physical and intellectual ability. These represent some of the aspects along which human beings tend to judge each other and create the notion that one or other person is the elephant in the room. Needless to say, each one of us is also prone to being made to feel like the elephant in the room on some or other judgemental criterion. Indeed, on this basis, groups of people are also prone to being seen as elephants in the room.

This article is intended to plant the seed of diversity awareness and to create some sense of how diversity awareness can be of value to the new graduate entering the world of work.

The bottom-line in any discussion of diversity is that an environment that fosters inclusion and values difference also respects the integrity of each person and group, and makes it possible for all individuals to perform with pride in their jobs and in their lives. As new graduates, many of whom will be working towards management positions, you will also be tasked with the responsibility of managing diversity in the workplace in addition to understanding your own prejudices and tendencies to judge others. So let’s take a peep into some of the issues around diversity in the workplace.

**Positive Spin-offs of Diversity in the Workplace**

- Embracing diversity or committing to the ideals of inclusion contributes to the creation of fair and equal access to opportunity.
- A commitment to promotion of diversity fosters the value that every human being deserves to have their integrity respected.
- Organisations that present a hospitable environment for employees will fare better in attraction and retention of talent and skills.
- Fostering a culture of diversity awareness can influence organisational performance positively so that varying perspectives and ideas can be harnessed to achieve organisation goals.
An understanding of diversity opens access to a wider range of networks and resources than might otherwise be possible. Communication channels are more likely to be opened if people feel respected.

Economic spin-offs from the promotion of diversity include a reduction in absenteeism, greater opportunity for market expansion, and greater opportunity for transparency.

As a new graduate, you are more likely to succeed in your job and have mutually beneficial relationships with colleagues if you can harness diversity and win the respect of individuals in your team.

How can a new graduate become aware of diversity issues in the workplace?

You have probably gathered that diversity is broad and navigating it successfully is going to ask you to examine yourself and your behaviour on a wide range of issues. Diversity awareness will also call on you to look at these issues for the rest of your life so see it as a process of learning. Below are some ideas on what you can do to become “Diversity Intelligent”:

Give some thought to what diversity is and why there is so much talk about it in organisations and in society in general. Pay special attention to what the benefits of diversity are.

Self Awareness: This will require a very personal understanding of your behaviour and will call on you to examine your beliefs and values, and to take notice of your emotional responses when you encounter people who are in some way different than you. Understanding your behaviour when confronted by difference can be enhanced by “stepping out of your shoes” for a while to ask yourself if you are listening to what others are saying or judging them on the basis of your own prejudices. You can also take advantage of the many training opportunities available on Campus (e.g. at CCDU) and in the workplace to develop a stronger understanding of your behaviour when confronted by difference.

Develop an understanding of the history and politics of the society and organisation in which you function. This should give you some idea of who has more access to opportunity and who tends to be marginalised on the basis of one or other diversity criterion (e.g. ability, age, sex, sexual orientation, race, culture, etc.)

Interact with colleagues from other groups. This may not be easy; however, you can start by observing without judging. If you find this difficult, you could ask yourself, or discuss with a trusting other what your resistance or fears are about.

Make diversity awareness an integral part of your personal development. Make sense of what it means for you personally, your relationships with colleagues, and how this awareness can be used to bring benefit to the workplace. Always remember that respecting the integrity of employees and colleagues can only lead to greater loyalty to the organisation and a stronger sense of being appreciated. Managers and employees who understand this are more likely to have positive interactions with colleagues.

Use opportunities to work across diversity lines. The initial challenge will soon leave you skilled and empowered to take on other similar challenges.

Make contact with the Diversity Office or Human Resources Office at your workplace to establish what the various policies on diversity are. Utilise knowledge of the different policies to formulate your own picture of the organisation’s broader diversity strategy. Think of ways that you can influence and promote diversity in the workplace.

Always remember that the key to understanding others is to listen to what they have to say. Being dismissive merely sends a message of disrespect.

In the spirit of GRADUATENESS, i.e. the notion of being a graduate who has a developed responsibility to him/herself, capacity for livelihood, a committed involvement in society and who considers him/herself to be a steward of the environment, it is imperative that the new graduate embraces the responsibility to promote an understanding of diversity and inclusion and the development of skills and attitudes that foster a sense of respect in each individual.

There is raging debate, training and information on diversity and inclusion. What does this mean for society as a whole and in the workplace more specifically? See if you can take up the challenge to inform yourself further about the very topical discussion of DIVERSITY!
Hi Bongi
I hope this mail finds you in good health and that you had a wonderful festive season and a happy new year.
I would like to thank you for the opportunity you have granted me. I have learnt a lot being a Graduate Recruitment Programme ambassador. My self-confidence has improved, my leadership skills have grown, and my knowledge base in terms of careers has expanded so much.
I had so much exposure to different companies and career opportunities available in different industries, and this has helped me to decide where I wanted to go with my career.
Thank you for being a great leader and for all your encouragement to hard work and commitment. I did at times think you were so strict...but now realise that it was a good thing for me, Ha! Ha!
With this I just wanted to let you know that I am now employed at KPMG and I am still a proud GRP ambassador.
Thank you for all your care and kindness.
Kind Regards
Louisa Maphutha
Junior Analyst / Consultant
Technology Advisory and Consulting
KPMG Services (Proprietary ) Limited

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To find out more about becoming a GRP Ambassador, visit the GRP Office at CCDU.
Contact AGSA Graduate recruitment

There are so many keys at your disposal; these are some of the doors that you can open for your future.

Find us on Facebook (www.facebook.com/AGSA Trainee Auditor Programme) and Twitter (@agsatrainees) as well as on our website (www.agsa.co.za), where you will find a wealth of information. Or should you have minutes to spare, you can give us a call at 012 426 8000 and ask to speak to the graduate training team.

We look forward to answering the door for you, whichever way you choose to enter.

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