



START YOUR CAREER

Career Services Graduate Guide



UNIVERSITEIT VAN PRETORIA
UNIVERSITY OF PRETORIA
YUNIBESITHI YA PRETORIA

2020/21

Booklet supplied in support of the
University of Pretoria Ready for Work Campaign

READY
FOR WORK | **UP**¹

Experience PKF

Experience our Family.

PKF
chartered accountants
& business advisors

Visit www.pkfexperience.co.za for more information on:
SAICA Training Contracts • Vacation Work • Career Fairs • Training and Development

Services

- Audit and Other
- Assurance
- Specialised Audit Services
- Tax Compliance
- Accounting
- Payroll Administration
- Value Added Services
- Estates and Trusts
- Secretarial



400+ Offices
Worldwide



growth &
guidance



integrity
& identity



Worldwide PKF GO
Secondment Opportunities



family
& fun



Top 10 Accountancy
Network Brand Globally

T +27 (12) 809 7000 F +27 (12) 809 3303 E info.pretoria@pkf.co.za
Emwil House West • 15 Pony Street • Tijgervallei Office Park • Silver Lakes Pretoria • 0081
Private Bag x35 • Lynnwood Ridge • 0040

right people. right size. right solutions.

www.pkf.co.za/pretoria



University of Pretoria

**Career Services
Graduate Guide**

2020/21

ADAMS & ADAMS, YOUR _____

LAW FIRM

_____ OF CHOICE

APPLY NOW FOR OUR VACATION PROGRAMMES

We accept applications from BA Law, BCom Law and LLB students. To apply you must have completed the first year of LLB or second year of BA Law or BCom Law undergraduate degree.

Requirements:

Letter of motivation • Comprehensive CV (including two contactable references)
Copy of your ID • Matric / Senior Certificate • Full academic record of all qualifications to date • Marked legal assignment (not older than 12 months)

Incomplete applications will be rejected.

Apply online at www.adams.africa/gradrecruitment

Career Services Graduate Guide

Table of contents

Letter from the Editor	2
Meet the Career Services team	4
Graduate recruitment calendar	6
Career Services at UP	8
UP at a glance	10

Preparing for your dream job

What is employee onboarding?	12
Cover letter example	15
Compiling your curriculum vitae	16
Career Service: Success stories	18
Entrepreneurship as a career path.....	23
LinkedIn profile considerations for graduates.....	27
Fast-track your career with GIBS	28
The Ready for Work Programme: Get future-fit for your career.....	30
You need more than a degree	33
UP students who completed the Ready for Work Programme.....	36
UP graduate success stories.....	41
Current trends that influence the future of work	47
Humanities students, consider your options: Are you ready for work?	50
Learn from IQbusiness graduates.....	53
Companies' interview tips.....	60
Your TuksAlumni network	64
Alumni profiles.....	66
Why it's time to differentiate between a job and a course	68

Potential employers

Company profiles	70
2020/21 UP Employer Directory.....	76
Faculty of Economic and Management Sciences.....	80
Faculty of Education	85
Faculty of Engineering, Built Environment and Information Technology	86
Faculty of Health Sciences	89
Faculty of Humanities.....	90
Faculty of Law.....	92
Faculty of Natural and Agricultural Sciences	94
Faculty of Theology.....	96
Faculty of Veterinary Science.....	97

Career Services Graduate Guide

Letter from the Editor

Dear Tukkie

As a current student and soon-to-be graduate, you will shortly complete your degree and the world will be your oyster. But before you reach that point, it is important that you have thought about the future after your undergraduate studies. This is particularly applicable to the current situation in which the world finds itself.

The coronavirus pandemic has had major implications for higher education. Universities globally responded with closures and, in South Africa, it happened in mid-March. Consequently, many universities shifted to online teaching and learning. It appears that the virus has been a catalyst for unprecedented changes to higher educational learning.

The virus has caused many disruptions and has had severe consequences for the economy and job market. This while the outbreak is only in its early stages. The implications for students and graduates entering the job market are uncertain at this stage and a possible economic recession might be unavoidable. On a positive note, employers and Career Services platforms are adjusting their career advice and recruitment processes by switching increasingly to online interviews and virtual career fairs. Both graduates and employers need to be proactive and adaptable in these unprecedented times. Graduates need to be competitive and seek to increase their employability in an effort to make themselves more employable to potential employers.

The Career Services Office (CSO), in conjunction with Enterprises UP, offers online courses to assist with the transition from university to work. Although the job search might prove to be complex and time-consuming, if done correctly, it will result in a first job that is compatible with your skills and interests, and provides a satisfying start to your career. The CSO, together with Enterprises UP, has also launched the Ready for Work Programme, specifically designed for UP students and graduates to acquire the requisite skills and attributes to help them integrate more easily into the world of work with skills that will improve their employment (or self-employment) prospects.

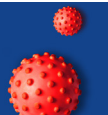
Students can access these courses at <http://www.enterprises.up.ac.za/ready4work>, as well as ClickUP. You will have to self-enrol.

The Career Services Graduate Guide is a booklet that touches on a variety of employability-related topics, such as tips on compiling your curriculum vitae (CV) and preparing for an interview.

The Career Services team wishes you success for your future and shares in your excitement as you complete your degree.

Marile Roos
Project Coordinator:
Employability and Training

COVID-19
Coronavirus

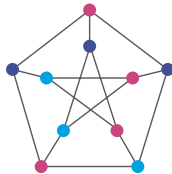


DO YOU ENJOY SOLVING CHALLENGING PROBLEMS?

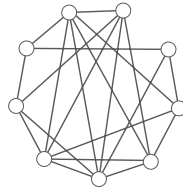
Here at Ab Initio, we are always on the lookout for brilliant minds and logical thinkers to join our dynamic team. Grab your crayons, have a look at this puzzle and see how you fare.

WHAT IS THE MINIMUM NUMBER OF COLOURS YOU NEED TO USE?

Find a way of colouring the vertices of a graph such that no two adjacent vertices have the same colour.



Answer:



Answer:

IF YOU ARE YOU LOOKING TO:

- Continuously learn and develop your skills
- Work on advanced data processing systems
- Join a relaxed and collaborative company environment
- Have regular opportunities to travel
- Be supplied with your own crayons

GET IN TOUCH

SACareers@abinitio.com

Career Services Graduate Guide

Meet the Career Services team



Michele le Grange – Manager:
Career Services
T: 012 420 4183
E: michele.legrange@up.ac.za



Marile Roos – Project Coordinator:
Employability and Training
T: 012 420 2315
E: marile.roos@up.ac.za



Tando Tyakume – Project Coordinator:
Recruitment and Career Fairs
T: 012 420 5886
E: tando.tyakume@up.ac.za



Johannah Legodi – Project
Coordinator: Internship and
Graduate Placements
T: 012 420 4370
E: u05080267@up.ac.za

Career Services Graduate Guide



Robinson Mosebe – Admin Assist:
Bookings and Finance
T: 012 420 7359
E: robinson.mosebe@up.ac.za



Ezekiel Modikoa – Admin Assist:
HR and Finance
T: 012 420 2153
E: ezekiel.modikoa@up.ac.za



Patrick Maseko- Admin Assist:
Career events and Marketing
T: 012 420 5136
E: patrick.maseko@up.ac.za

UNIVERSITY OF PRETORIA CAREER SERVICES OFFICE

Old Chemistry Building
Room 1-5.2
Hatfield Campus
Lynnwood Road
Pretoria, 0028

Tel: 012 420 6438

Email: careerservices@up.ac.za

Hours: 08:00–16:00
Monday–Friday

Graduate recruitment calendar

2020/21



UNIVERSITEIT VAN PRETORIA
UNIVERSITY OF PRETORIA
YUNIBESITHI YA PRETORIA

March

1-31 Graduate Recruitment Handbook
3 Accounting Career Day
4 Law Career Day
20 **Internal Auditing**

May

1-31 Graduate Recruitment Booklet
6-7 **General and Career Fair**

July

1-31 Virtual Career Fair (date to be confirmed)
17 **Management Sciences Career Fair**

August

6-7 Engineering, Built Environment and IT Career Fair



Events in red did not take place due to the national lockdown.



IT & Software Engineering Graduates

Globetom is a software development company specialising in the telecommunications and aviation industries and is now branching out to new sectors.

We are constantly looking to bring new talent on board to extend our innovation capacity and customer service levels. If you want to grow your career with the delivery of unique and differentiating market solutions in local and international markets, then Globetom will be a fantastic career home for you.

We are looking for graduates from B.IT, BSc Computer Science, BSc Informatics, BEng Computer Engineering or equivalent qualifications.

Apply now:

✉ careers@globetom.com

🌐 www.globetom.com/careers

Career Services Graduate Guide

Career Services at UP

Welcome to Career Services, where we will guide you to become more employable while obtaining your qualification. Career Services at UP provides a centre of support for UP students and graduates to assist them in preparing for their careers, because “your success matters”. We look forward to seeing you at our various employability-related initiatives and providing you with the necessary support to embark on your professional career.

Services offered by UP CSO is as follows

- Career events and fairs
- Graduate recruitment events
- Hosting employers that conduct on-site job interviews and assessments
- Providing one-on-one assistance to assist students in getting ready for work
- Mentorship
- Presenting specialist seminars and master classes
- Advertising job and networking opportunities
- Internships and job shadowing

Because you need more than a degree the Career Services Office (CSO), in conjunction with Enterprises University of Pretoria (UP), also offers a variety of online courses to assist with the transition from university to the world of work. The CSO, together with Enterprises UP, has launched the Ready for Work Programme. This programme is specifically designed for students

and graduates from UP to acquire the requisite skills and attributes to help them integrate more easily into employment, and to move from the world of education to the world of work with essential and/or specialised skills that will improve their job (or self-employment) prospects.

Click here to register for Career Services
Feel free to contact us at 012 420 6438 or careerservices@up.ac.za to book an appointment with a Career Services consultant/advisor on campus. Let us help you grow your employability.



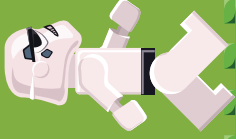
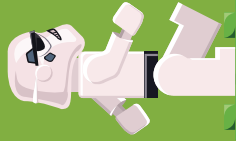
Michele le Grange
Manager:
Career Services Office

JOIN ONE OF THE LARGEST SOFTWARE DEVELOPMENT FIRMS IN SOUTH AFRICA TODAY!

```
if(dream_job === 'fun' && 'passion' && 'purpose')  
{  
  apply_at('https://www.k2.com/careers/grads');  
}
```



WWW.K2.COM



UP AT A GLANCE



UNIVERSITEIT VAN PRETORIA
UNIVERSITY OF PRETORIA
YUNIBESITHI YA PRETORIA

The vision of the University is to be a leading research-intensive university in Africa that is recognised internationally for its quality, relevance and impact. We develop people, create knowledge and strive to make a difference locally and internationally.

WORLD FIRSTS AND FIRST IN AFRICA



A team at the Faculty of Health Sciences performed the world's first middle-ear transplant using 3-D printed bones.



A lioness gave birth to two cubs conceived via non-surgical artificial insemination, the first in the world, thanks to a team of researchers from the Mammal Research Institute and the Faculty of Veterinary Science.

UP researchers were part of the international team that used a global network of antennas to make the first image of a black hole.



UP is the first university in Africa to collaborate with Initiatives for Science, Innovation, Territories, and Economy and the Montpellier University of Excellence (I-SITE MUSE).



UP has the first client service robot known to be in use in any university library in Africa.

UP has the first Library MakerSpace in South Africa, a creative laboratory where people with ideas can get together with people who have the technical ability to make those ideas become a reality.

UP IS RANKED HIGHLY



TOP 1%

UP is ranked in the top 1% in the world in eight subject fields:

- Agricultural Sciences
- Clinical Medicine
- Engineering
- Environment/Ecology
- Immunology
- Microbiology
- Plant & Animal Sciences
- Social Sciences

(Source: Web of Science (WoS) Essential Science Indicators (ESI))



EXCELLENT ACADEMIC SUPPORT

67%

Academic staff with doctorates



TOP 5

UP is in the top five of South African universities

#232

Employers rank our graduates highly

Source: QS World University Rankings for 2019/2020 employer reputation.

528

NRF-rated researchers



93%

of our students are employed or studying six months after graduation



82,4%

Examination pass rate



UNIVERSITEIT VAN PRETORIA
UNIVERSITY OF PRETORIA
YUNIBESITHI YA PRETORIA

UP's current facilities portfolio consists of more than 884 buildings and structures spread over 110 properties located on seven campuses that cover 1190 hectares of land. In the 111 years of its existence the University has produced over 285 000 alumni.

The University prides itself on producing well-rounded, creative graduates, responsible, productive citizens and future leaders. Great emphasis is placed on student life and support as well as the advancement of sport, art, culture and music.

UP HAS 9 FACULTIES AND A BUSINESS SCHOOL

1

Economic and Management Sciences

2

Education

3

Engineering, Built Environment and Information Technology

4

Health Sciences

5

Humanities

6

Law

7

Natural and Agricultural Sciences

8

Theology and Religion

9

Veterinary Science (the only faculty of its kind in South Africa)

+1

Gordon Institute of Business Science (GIBS) – among the world's 50 best business schools
Source: UK Financial Times 2018 Executive Education

STRONG INTERNATIONAL PROFILE

291

International staff



53

Researchers in top 1% of ESI fields



201

Active research agreements across 70 countries and six continents

Over 285 000

Alumni in 118 countries



257

Postdoctoral fellows

ACADEMIC OFFERING



145

Undergraduate programmes



72

Research Institutes and Centres



1 175

Study programmes



19

DST-NRF Chairs



31

Industry Chairs



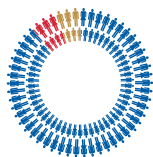
4

Centres of excellence

STUDENT PROFILE

53 131

Total number of students



3 278

Total number of distance learning students

3 699

Total number of international students

SOCIALLY RESPONSIVE

TOP 15

UP is the only representative from Africa in the new University Social Responsibility Network (USRN), an international group of 15 top universities



33 000

Students involved in community projects, or volunteering



Career Services Graduate Guide

What is employee onboarding?

Onboarding is a process of integrating a new employee into the company and its culture. It is important to know that this process starts well before your first day. For the company (employer), it often starts before the first job interview.

Onboarding can also be referred to as orientation. It is an ongoing process of engagement, communication and building rapport from the first contact you have with the employer right through to your first day, and possibly for the next three to six months thereafter, depending on the company's onboarding process.

It is designed to help you settle in and adjust, become accustomed to the company culture, learn more about the company, be introduced to fellow team members and the company's leadership team, and, of course, your job responsibilities. Onboarding is a process to acquire the necessary knowledge, skills and behaviour to become effective.

There are roughly four phases (or stages) to an employee onboarding process, but it is important to note that the process may differ from company to company.

Phase 1: From the job advert to the interview

For the employer, onboarding often begins before the interview process, where the Human Resources (HR) team will gather feedback from your job interview. Additionally, they may even "test" the process with recently

appointed employees to adjust or adapt the onboarding process if necessary, to minimise any anxiety and negativity.

This phase generally considers the following: acknowledgement, feedback and communication, including cordial treatment during the job interview.

For you, it is important to consider the following: always show your appreciation and be proactive if you have not received feedback, then try to follow up.

On appointment, and on receiving a job offer, ensure you receive a contract of employment and list of job responsibilities. If you are unsure of anything, contact the employer to discuss and clarify it before signing.

Phase 2: Steps before you start your new job

During this phase the employer will often send you an "onboarding pack" – documents such as their HR policy, IT policy and requirements to provide personal information in order to load you on their system. You will be asked to read, complete and sign the documents. In some cases, this process may also only take place on your first day.

Career Services Graduate Guide

While it is important for the employer to stay in touch with you, you also want to stay in touch with your new employer. Use this time as an opportunity to ask any questions if you are uncertain of key information, such as: What time should you be at work on your first day? Who do you ask for on arrival at reception? What can you expect on your first day?

Prepare your elevator pitch. You are going to meet people on your first day who will enquire about you and what you will be doing at the company.

Phase 3: Your first day

Remember the qualities that got you the job! So, first impressions will count. Here are some tips to consider:

- Be prepared – make sure you have everything with you before you leave home. It is always good to have a notebook and pen, for example, so that you can take notes.
- Wake up early and be on time. Even better, be there 10 minutes before the time.
- Dress the part.

In many cases, you will join some form of induction, such as orientation, training, presentations and/ or meetings. This process may run for the first day or your first week.

Phase 4: Your first week and after – what can you expect

This is your time to shine! As in Phase 3, the first week (and for the next three to six months) is still often a phase of probation, orientation and evaluation, an opportunity to gain experience and acquire general knowledge about the company and key policies. It is a time to develop meaningful

connections with co-workers, your new boss (manager or supervisor), and the company you have just joined.

During this time, you may be required to attend meetings and presentations, but it generally involves the following:

- Orientation – a time when new employees obtain general knowledge about the company and key policies.
- Training – attending required training (that may be online-based).
- Performance – ensuring that new employees are making meaningful contributions.

So, what can you do?

- Engage with the process – it can be daunting, but it is important to participate in the process. Ask questions, take notes and start to build relationships. And figure out the social landscape.
- Speak out. Raise any doubts or issues you may have with an appointed mentor or your manager/supervisor.
- Learn the professional rules.
- Do not skip any training.

Article by Elise McCabe, founder and owner of Career Management Consulting, is an Outplacement and Career Transition Specialist.

For more information, visit Elise's LinkedIn profile: <https://www.linkedin.com/in/elise-mccabe-career-coach-93a95b15/> and connect with her.

You can also go to the Career Management Consulting website: <http://careermanagementconsulting.co.za/>



spoor • fisher

patents • trade marks • copyright



Join the future of law.

At Spoor & Fisher, we care about what you've done. But more than that, we care about what you can do and what you dream of doing next.

Spoor & Fisher specialises in intellectual property law, with practice area teams skilled in trade marks, patents, copyright, registered designs, anti-counterfeiting, consumer and advertising matters, commercial IP, and related litigation.

We protect uniqueness, manage potential and enforce fairness. We attract lawyers, engineers, scientists, technical experts, IP professionals, and administrative and support staff who are distinctive, dynamic, and forward-thinking.

For more information, feel free to contact us on articles@spoor.com

create it. own it.

Career Services Graduate Guide

Cover letter example

Street address
City or town
Province
Postal code
Date

Recruiter's name

Title
Company/organisation/institution
City/town

APPLICATION FOR XXXXX VACATION PROGRAMME 2020 *(This is your subject line)*

Dear Mrs/Mr/Dr

**Always try and address the relevant individual personally. If you are unsure of their name, "Dear Sir/Madam" is more appropriate than saying "to whom it may concern".*

INTRODUCTION – 1 PARAGRAPH: Who are you and what do you want? Briefly introduce yourself in terms of your current career e.g. *I am currently completing the final year of my Philosophy degree at the University of Pretoria.* State your interest in the organisation or position. You do not need to include your name and surname. How were you made aware of the specific vacancy? This paragraph could also mention the name of an individual who recommended that you contact the employer, or cite the research that prompted you to write. It is important to indicate why you are interested in this organisation.

BODY – 3 OR 4 PARAGRAPHS: Why are you a good candidate? The middle paragraph should consist of a selection of highlights from your background that would be of particular interest to the organisation and create a notion of 'person-job-fit'. Focus on the job description, highlight what you match with and justify with examples from your education history and experience e.g. *Through my experiences as the Chairperson of ABC Society, my leadership skills were greatly enhanced and this is why I believe I am the best candidate for this position.*

Again, try to display knowledge of the specific field and organisation. Use action verbs to describe relevant skills or expertise and mention specific knowledge you may have.

CLOSING PARAGRAPH: Mention that you are available to meet for a possible interview. Your closing paragraph should outline the procedure for action. Mention if there are any other attachments (only if required). Always thank the addressees for their time and interest.

Sincerely
(Your signature)
Name and surname

* Try to limit your cover letter to one page maximum, unless stated otherwise by the job specifications.

Career Services Graduate Guide

Compiling your curriculum vitae

Maggie Tswane

Cell:

Email:

LinkedIn:

PROFILE

Example:

Sociology graduate from the University of Pretoria. I am an open-minded individual with a practical approach to problem solving. I am interested in enhancing my career by branching into Public Administration and my goal is to complete my master's degree in Sociology.

Note:

A personal profile is an introductory paragraph at the beginning of your CV containing a short summary of your background and career plans. It must be personalised for every job application in order to suit the position. Highlight who you are. What are your strengths relevant to the position? What are you interested in? What are your career goals?

Example:

I am a Sociology graduate from the University of Pretoria. I am an open-minded individual with a practical approach to problem solving. I am interested in enhancing my career by branching into Public Administration and my goal is to complete my master's degree in Sociology.

EDUCATION

2017–2018: **Sociology Honours**, University of Pretoria

- Achieved two distinctions - [list subject]

2014–2017: **BA General**, University of Pretoria

2009–2013: **National Senior Certificate**, ABC High School

- Achieved four A's (list subjects)

Note:

Always start with the most recent information, e.g. first your postgraduate qualification, then your undergraduate qualification, and finally your high school certificate. You do not need to list all modules from your first year or all your high school subjects.

WORK EXPERIENCE

January 2017 – Current: **Sales Assistant**, Vodacom

- Assisting customers
- Arranging stock

Career Services Graduate Guide

December 2016–2017 December: **Receptionist** (part-time), SARS

- Responsible for administration

Note:

Again, start with the most recent job you have held. Always make it clear if it was part-time work, permanent or voluntary. List your duties in bullet points, avoid personal pronouns and paragraphs. Try utilising action words such as “ensured that...” “responsible for”

ACHIEVEMENTS AND LEADERSHIP

2015: Golden Key Award

- Top 15% of the Humanities Faculty with an average of 80%

SKILLS

Communication

- Languages: English (fluent), Afrikaans (good)
- Public speaking skills developed through class presentations

Computer literacy

- Proficient Microsoft skills including MS Word, Excel and PowerPoint

Teaching

Tutored for two years in Psychology for first-year students

Research

- Quantitative and qualitative research skills
- Data collection and data analysis experience

Note:

Remember to think outside the box and unpack the skills that you have learnt throughout your degree, for example software and programs used, as well as concepts you have learnt, e.g. brand management, MATLAB, PYTHON, Pastel, etc.

Referees

Prof Wright, Senior Lecturer, University of Pretoria, dwright@gmail.com

Cell: 082 432 121

Note:

Please try to make your references aware that you have listed them on your CV and ensure that your references are people who can vouch for your work ethic. Strive for a maximum of two references on your CV and withhold any others possibly for a later stage.

Career Services Graduate Guide

Career Services success stories



NA de Ravel de L'Argentiere

The assistance received by Career Services was nothing but warm and welcoming from the first contact. After browsing through the career services opportunities sent to my student email account, I encountered an internship opportunity and wanted to explore it further.

I headed to the Career Services Office to ask for guidance on how to create the perfect CV and cover letter. Career Services Staff sat with me through every step, teaching me the importance of the format and the fine details, including aspects that are specific to the internship's organisation.

It was an extremely educational experience and I was able to leave the office with a professional CV, ready to "wow" the organisation. Unfortunately, as the date for the closing of the submissions became closer, I discovered that the internship position was not feasible if I wished to further my studies into my honours and master's years as the travelling distance was too far.

The knowledge I received through my meeting with Marile Roos, as well as Career Services staff, will assist me in creating future CVs and cover letters that will reflect my hard work and dedication in the best possible light.

Career Services Graduate Guide

Career Services success stories



Ambrose Njepu

I am excited to be registered with Career Services at the University of Pretoria because they bring opportunities closer to me through job adverts and career fairs. The Ready for Work Programme (see page 30) has prepared me for work-life upon graduation.

I have also enjoyed one-on-one assistance with my CV, cover letter and mock interviews.

Finally, their staff members are friendly, supportive and concerned about my success.

Career Services Graduate Guide

Career Services success stories



Katlego Matji

The UP Career Services was a great initiative. I would advise all UP students to take advantage of the opportunities provided to them by the UP Career Services. I am a living witness. The Career Service Office helped me a lot in securing employment. From compiling my CV to preparing me for interviews, as well as preparing me for the world of work.

The online short course Ready for Work Programme actually prepares one for the workplace. I would recommend students embarking on their career shaping journey from an earlier stage in their academic life. The UP Career Services could be of great help as a means to align their interests and expertise, which is vital for a successful career.

The UP Career Services is there to help students in planning for tomorrow, while living for today.

Career Services Graduate Guide

Career Services success stories



Samukelisiwe Thwala

I am in my first year of study at the University of Pretoria and am studying a three-year BSc degree in Biotechnology. I spotted an advertisement for an assistant position with Forest Molecular Genetics (science group) and immediately wanted the job. But first I required guidance on how to perform well in interviews, so I went straight to the Career Services Office for a mock interview.

The mock interview was tense because I had never been in a genuine interview for a job before, but it was worth it!

I went to the real interview with authentic confidence and a well-rounded idea of the questions I would be asked and ultimately got the job. I am part of five assistants who work with postgraduate mentors in a science laboratory, which is my dream!



Embracing Genius Since 1895

Be part of a Firm that embraces your Genius

With our local insights and global reach, our graduates build a fulfilling career working with world-class experts in our Audit, Tax and Advisory teams. It's time you joined a firm that helps you reimagine your future.

Explore careers in:

- › External Audit
(Including the Chartered Accountant Advisory Programme)
- › Tech Assurance
- › Deal Advisory
- › Digital Consulting
- › Internal Audit Risk & Compliance
- › Financial Risk Management
- › Tax





Entrepreneurship as a career path

“Given what we know today about the potential beneficial impacts of the Fourth Industrial Revolution (4IR), we must embrace this historic confluence of human insights and engagement, artificial intelligence and technology, to rise to the challenges of poverty, unemployment and inequality.”

President Ramaphosa's words could ring absolutely true when considering the unique position South Africa finds itself in – not only as a result of its complex socioeconomic landscape, but also the potential it has to become the "tech hub" of the African continent. The present demand for entrepreneurship, both as a driver of innovation and a tool for change

and social development, could therefore not be greater.

TuksNovation hopes to be at the centre of this change. Founded in 2018 by the University of Pretoria (in partnership with the Department of Trade and Industry, the Department of Small Business Development and the Small Enterprise

Career Services Graduate Guide

Development Agency), this technology business incubator and accelerator serves as a vehicle for innovation by providing startup hopefuls with the tools and support structures needed to turn an innovation into a market-ready product or business.

By means of a triple-helix approach – blending and connecting university spaces, industry and government – TuksNovation stands to create further spinoff businesses and products, fostering and advancing a "culture of entrepreneurship" in South Africa.

In addition to its holistic approach and extensive opportunities for collaboration, TuksNovation finds itself ideally situated at the University of Pretoria – the institution with the best engineering school in Africa. As an incubator and accelerator focused on the commercialisation of technology products and services, TuksNovation could ask for little more and this is seen in the type of startups currently being supported.

Deep Liquid, a venture founded by Dr Wesley Rosslyn-Smith (an academic and business rescue practitioner) and Isak van der Walt (a senior IT consultant), seeks to assist business directors and partners by using an artificial intelligence (AI)-powered web-platform and making crucial reorganisational decisions based on the likelihood of the possible liquidation of businesses.

TuksNovation supports this sort of cross-disciplinary ideation and invention. The triple-helix model is in practice here as Deep Liquid has since been connected

with a key player in the agricultural-service industry, namely AFGRI (who are assisting the duo by means of funding and the provision of essential training data).

Another TuksNovation-supported enterprise, Byrna, founded by former UP student André Buys, created and developed the "Helix projectile", a less lethal means for police and security specialists forced to engage with hostiles.

Using specialised stabilising fins, the Helix rounds, when launched from another Byrna innovation – the HD pistol – display high accuracy at distances greater than the effective range of other non-lethal tools (i.e. tasers). This increases the safety of officers, while minimising the need for longer-range lethal weapons (such as firearms).

By means of TuksNovation's varied industry connections and partnerships, Buys's innovation was successfully exposed to markets abroad, which led to the creation of further opportunities for both the inventor and his South African part suppliers. Byrna's unique solution to the "kill or be killed" dilemma ensured him not only the sale of said patents and technologies to Security Devices International (SDI), an American firm specialising in defence technologies, but also the opportunity to join the firm as Chief Technology Officer.

Local manufacturers have since received orders for over 10 000 components needed to produce the HD pistol. This innovation is evidence of the significant value entrepreneurial ventures can create for the South African economy.

Career Services Graduate Guide

At the helm of another TuksNovation incubatee is Bubu Buna, co-founder and CEO of Jobox. Speaking directly to the President's call for entrepreneurship, Jobox is a student freelancing platform that looks to improve graduate youth unemployment rates by connecting high-achieving students with employers.

Jobox creates placement opportunities in which students will have their soft skills developed, closing the gap between a student's studies and the workplace.

This EdTech venture is currently being mentored by a number of successful South African entrepreneurs, including Abu Cassim (founder of Jozi Angels), Philani Sangweni (CEO of AKRO Accelerate) and Zachariah George (partner and CIO at Startupbootcamp AfriTech).

These are only three examples of startups in TuksNovation's portfolio. Since inception, the TuksNovation team has engaged with over 30 startups, each in different growth phases and in need of different support mechanisms. This support comes in the form of the triple-helix model in practice: talks by successful entrepreneurs, skill-building masterclasses, interactions with key players from industry, online learning programmes, dedicated mentors and advisors, diversified support services and numerous funding opportunities. These services are designed to promote sustainable economic growth through sound startup incubation practices.

Entrepreneurship no longer exists as an alternative to more traditional career

paths. It is in itself a vital means for achieving socioeconomic recovery and the alleviation of unemployment. It is time for local innovators to step up and bridge the gap, and to serve as conduits for disruptive technologies and creative venture-building on the African continent.

TuksNovation supports innovators along their journey of becoming job creators instead of job seekers, and in so doing, is paving the way for 4IR-thinking not only in the university space, but also among recent graduates and industry professionals.

For more information to get involved, contact us at info@tuksnovation.co.za or visit www.tuksnovation.co.za.



References:

<https://www.forbes.com/sites/tobyshapshak/2019/07/12/south-africa-prepares-for-4ir-and-more-entrepreneurial-govt/#71b6aa4b38cd>



MAKE A LASTING IMPACT -YOUR WAY

Kickstart your career at IQbusiness, the leading independent management consulting firm in South Africa.

Not only do we help our clients overcome their toughest business challenges, we're part of a community of over 2500 companies worldwide committed to using business as a force for good, to grow people, grow business and grow Africa.

We offer you the opportunity to make a lasting impact, your way. Join us and together, let's reimagine what we can do as a business and as a nation.

The IQbusiness Internship Programme provides inspired, passionate and motivated graduates like you with the opportunity to gain practical experience in a consulting environment.



Apply Today

graduaterecruitment.simplify.hr

WINNER



Career Services Graduate Guide

LinkedIn profile considerations for graduates

LinkedIn is a social networking platform for business professionals with over 600 million users. It is advisable that students register and make use of LinkedIn to find jobs. Here are some LinkedIn profile considerations for students and graduates.

Photograph

Providing a photograph, head and shoulders, with a clean background, will increase your chances of being searched by prospective recruiters.

LinkedIn headline

The best formula is to write a graduate headline: "what you are currently doing, what you aspire to do" For example: "Marketing graduate seeking position in marketing".

LinkedIn URL

Personalise your URL to your name and surname.

LinkedIn summary

This section can be regarded as the old cover letter. Some tips to write a summary:

- Describe what you are currently doing.
- Describe what you are passionate about. For example: "Completed my degree in marketing, passionate about thinking out of the box and coming up with creative ideas."
- Add information on any work experiences you might have and mention accomplishments.
- Also add a call for action, for example: "Currently seeking employment in the Information Technology field."
- Do not write more than three paragraphs with three to four sentences per paragraph.
- Use key words from industry to allow recruiters to find you more easily.

Work experience

Add work experience, regardless if it was only part-time, voluntary or vacation jobs.

Skills

Add at least five skills. Make sure they are skills you actually possess and are relevant to your education and past work experiences.

Endorsements

Do not be shy to ask for endorsements from former lecturers or employers.

Networking

LinkedIn provides a unique opportunity to network. Request to network with your former class mates, friends and family.

Alumni network

The alumni network provides an opportunity to engage with former alumni from your education institution. Former alumni can be a good resource to connect you with potential future employers. For example, you could request an informational interview and not just directly ask for a job.

Marile Roos
Senior
Employability
Consultant:
Career Services
Office



Career Services Graduate Guide

Fast-track your career with the GIBS full-time PDBA for undergraduates

In today's dynamic financial ecosystem, it is imperative to get the edge when it comes to acquiring skills – especially in business administration. Employers today increasingly seek candidates with a deeper knowledge of business activities. With growing competition in today's job market, it is advisable to seek qualifications that boost your career path and help develop strong business acumen.

Two years ago, the University of Pretoria's Gordon Institute of Business Science (GIBS) introduced the full-time Postgraduate Diploma in Business Administration (PDBA), which was tailored to equip undergraduate students with the right tools to boost their employment prospects. The programme is designed for young undergraduates looking to hit the ground running once employed. It differentiates itself in focusing on experiential learning through real business cases and experience. It is designed to keep up with industry practice.

The offering aims to equip learners with the right tools in key organisational functions, such as human resources, marketing, finance, operations management and entrepreneurship. By combining a broad understanding of business concepts, practical applications and immediate transfer of learning to the work environment, PDBA students are at an advantage. Through a combination of classroom lectures, case studies, business simulations, business field trips and syndicate projects, graduates gain immediate insight in the business world.

Today's managers and knowledge workers enjoy rapid upward mobility and their earnings often outstrip that of their historic peers.

Globalisation and business complexity increase the stakes and speed up the pace of business. This also means business requires more practical skills. You have to be innovative, flexible and able to cope with new technology and fierce competition.

GIBS's Dean, Prof Nicola Kleyn said: "This innovative programme will expose you to the latest business trends as you build an integrated understanding of best practice. You will also develop essential skills and acumen that you will apply practically during a workplace internship – significantly increasing your employability."

Students are exposed to some of South Africa's best business lecturers and will increase their attractiveness to employers by adding general management skills to their CV from Africa's pre-eminent business school.

Career Services Graduate Guide

Through a self-driven and experiential learning experience, students will do the following:

- Develop fundamental business knowledge and skills that are applicable in a number of settings.
- Apply learnings gained from classroom interactions in a meaningful and sustained way during a workplace internship.
- Solve a variety of management challenges through the completion of an ongoing business project.
- Attend over 12 carefully selected career workshops designed to prime and prepare students for the world of work.
- Complete a consulting project with a real business that needs real solutions.
- Develop personal and professional skills.
- Have the opportunity to work under ongoing pressure in a simulated professional business environment.
- Meet an exciting group of like-minded, high-potential new graduates.

Career development continues throughout the programme as students prepare for internships and support their progress into the workplace. Career workshops, networking events and short courses, which include CV writing, preparation for job interviews, managing your online presence and salary negotiations, are delivered on dedicated career service days during each module. Students develop a comprehensive understanding of individual, social and organisational development processes in the context of each organisation. With GIBS's international reputation, combined with its high academic and selection standards, a qualification from the school is highly valued.

About GIBS

Founded in 2000, the University of Pretoria's Gordon Institute of Business Science (GIBS) is an internationally accredited business school, based in Johannesburg, South Africa's economic hub. As the business school for business, we focus on general management in dynamic markets to significantly improve responsible individual and organisational performance, primarily in the South African environment and increasingly in our broader African environment, through the provision of high-quality business and management education. In May 2020, the annual UK *Financial Times* Executive Education rankings, a global benchmark for providers of executive education, once again ranked GIBS as the top South African and African business school. This is the 17th year running that GIBS has been ranked among the top business schools worldwide. In October 2019 the GIBS MBA was ranked among the top 100 business schools globally in the prestigious *Financial Times* Executive MBA rankings. GIBS is one of two business schools in Africa to appear in this ranking. GIBS is accredited by the Association of MBAs (AMBA), the Association to Advance Collegiate Schools of Business (AACSB), the Council on Higher Education (CHE) and is a member of the South African Business Schools Association (SABSA), and the Association of African Business Schools (AABS). For more information, visit www.gibs.co.za

GIBS admissions:

Email: admissions@gibs.co.za

Telephone: +27 11 771 4120 / 4331 / 4184

Career Services Graduate Guide

The Ready for Work Programme: Get future-fit for your career

A degree is no longer enough to guarantee you employment or a satisfying career. In addition to academic qualifications, more and more companies are looking for work-ready graduates with job-specific skills. In order to have a competitive advantage in the job market, students and graduates therefore need to develop better employability or work-readiness skills throughout their time at university.

Against this background, UP's Career Services Office (CSO) and Enterprises University of Pretoria (Enterprises UP) launched a ready-for-work initiative. The Ready for Work Programme was specifically designed to equip students and graduates of UP with the requisite skills and attributes to help them integrate into the world of work more easily. It addresses skills and knowledge that will not only enhance students' professional and personal profile, but also assist them to make a meaningful contribution to the workforce, their community and the economy, while becoming successful in their chosen careers.

The success and popularity of the Ready for Work Programme hinges on its quality and relevance to current workplace dynamics. To this end, a number of new topics, including computational thinking, ethical reasoning skills, the Gig Economy, and learn-unlearn-relearn for 4IR were added.

The Ready for Work Programme is designed for young adults, students and recent graduates entering the workplace to help

them integrate into the world of work more easily. This uniquely packaged offering helps them move from the world of education to the world of work with essential workplace and other soft skills that will not only improve their career goals, but also open doors to prospective employment.

The programme has four online packages that cover Career Planning, Power Skills, Job Preparation, and Your Career. All modules in the packages are free, self-paced and presented fully online. The programme is available at no cost to UP students and recent graduates.

The Career Planning package aims to assist you in planning a successful career and enhancing your job satisfaction. This package will help you choose a career, create a career plan, select potential employers that should best suit your overall career goals, engage in activities to enhance your CV and learn the basics of entering the workplace.

The Power Skills package consists of modules that will help you navigate the

Career Services Graduate Guide



workplace, contribute to your success and offer the best of yourself to your employer. These power skills apply to anyone in the job environment.

As part of the Job Preparation package, you are provided with information to assist you in looking for job opportunities, realising the importance of digital profiling and emphasising the skills you need when seeking job prospects.

The Your Career package aims to introduce you to a set of durable dispositions that are essential in a time of relentless technological change. You will be introduced to a set of "soft" skills that should put you in good stead for the course of your working life.

Entrepreneurship is another important skill that provides students and graduates with an opportunity for self-employment, while simultaneously promoting employability and job creation. Requisite entrepreneurial skills are seen as a driver of change in seeking self-sufficiency and job creation. Therefore, in addition to the Ready for Work Programme,

students can also enrol for the free online Entrepreneurship Programme, a professional online development short course that forms part of this initiative.

Through this programme, UP and Enterprises UP are providing much needed steps to equip all students with empowering and life-enhancing skills to successfully move from an academic setting to the work domain by applying essential and specialised skills to improve their prospects for employability.

For career guidance, advice or more information regarding the Ready for Work Programme, please visit www.up.ac.za/career-services or <https://www.enterprises.up.ac.za/ready4work-2?categoryId=305>, where you can enrol directly for any of the packages.

YOU NEED MORE THAN A DEGREE



Plan your
career

Prepare for the
workplace

Find a job

Enrol on clickUP for the
Ready for Work Programme



Career Services Graduate Guide

You need more than a degree



Paseka Gaola

When I started my first year in 2018 at Mamelodi Campus of the University Pretoria, I took a decision that I wanted to be a different student. I made it very clear to my friends and family that a university is the beginning of a life that I desire to live and a platform to build myself. As a result, I utilised all the resources at my disposal without fear, and over the past three years, that is exactly what I have done.

The University of Pretoria is one of the most prestigious universities on the African continent and the world at large. There is no better place for me to be and I cannot stress enough the opportunities the University offers to its students. Over the past two years, I have been living my dreams literally every day. I have been working on community engagement projects, travelling overseas and I have been nominated for awards and scholarships. It is all about getting more than just a degree.

Each and every student has special gifts and skills that the University of Pretoria gives a platform to practise and be the best. Most of my peers always ask me how I manage my academics and the work I am involved in and I always give them two answers: We are living in place and time that a degree alone is not enough, companies are now looking for a candidate who has a track record, skills and experience as this reduces companies from using more resources to train the candidates. We are the Generation Z. We don't balance, we blend, we conquer and we succeed. Balancing is a thing of the past and the future is about blending academics, work and business.

Career Services Graduate Guide

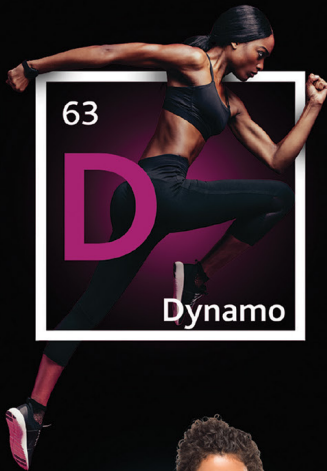
The Street Store@UP has been assisting students in need with basic necessities from 2018 up to date, and as founding executive and manager of this organisation, I have learnt to incorporate it with my academic life and other responsibilities. It has taught me to be not only the best, but to be a leader of an organisation, to work with diverse people and to work under very high pressure.

Due to this high effectiveness and efficiency, I was selected as one of only three South African students to participate in the Study of the US Institute (SUSI) in the Global Student Leaders Programme of Civic Engagement. The programme took place from 4 January to 8 February 2020, from Washington DC, Memphis, Tennessee, to Seattle. It was an opportunity to engage on a global stage and also share an African perspective. It was an honour and privilege to finally see the White House, visit the Melinda and Bill Gates Foundation and the African-American Museum; to experience America from an African-American perspective. In 2019, I was also selected for the McKinsey & Company University, Harvard Business School Crossroad Emerging Leaders Programme and was one of only seven African Hooded Scholars for the Australian Indigenous Mentoring Experience.

As I look back from where I came from and where I am now, truth be told, it was not an easy journey, but sometimes the journey is worth the destination. I cannot stress enough the importance of extramural activities and getting more than just a degree, given the opportunities offered at the University of Pretoria and beyond. There is no excuse for a student not to reach their full potential and make the best of every opportunity presented to them. Next year, I will be doing my final year of BCom (Law) and I believe that it is very important that I share and use the network that I have accumulated over the last two years with the majority of the students of the University of Pretoria through the Student Representative Council as the highest student structure. Yesterday is gone, today has not yet come and we only have today. Therefore, start building your tomorrow today.



WERKSMANS
ATTORNEYS



63

D

Dynamo



12

Fn

Force of nature



56

Pt

Philanthropist



4

Rm

Rainmaker

We are not solely scientific when it comes to hiring.
Because we believe in human chemistry.
And action.

So if you think you have the DNA to get us excited,
react now.

Werksmans.
Activate your legal career with us.
#Werksmansitsaboutchemistry

» Keep us close

THE CORPORATE &
COMMERCIAL LAW FIRM
A member of the LEX Africa Alliance
www.werksmans.com

Career Services Graduate Guide

UP students who completed the Ready for Work Programme



Johannes Marakalle

What are you currently studying?

I am doing Bachelors degree in Education and I am in my first year of study.

When did you complete the Ready for Work course?

I completed the Ready for Work Programme in 2018.

Which modules did you complete?

I completed all four packages: Career Planning, Job Preparation, Workplace Skills and Personal Development.

What did you learn from completing the course?

I learnt that, in order to blend in well with different people in the working space, you need to acquire certain skills and certain personality traits so that you get to understand other people and their way of doing things. I also learnt that you need to familiarise yourself with work ethics, how to communicate with people and how to develop emotional intelligence. Learning to cope under a lot of stress and having financial skills are of the utmost importance.

Career Services Graduate Guide

UP students who completed the Ready for Work Programme



Mpumelelo Sithole

What are you currently studying?

I am a final-year BA General student, majoring in Educational Psychology and Psychology.

When did you complete the Ready for Work course?

I completed my Ready for Work Programme in 2018.

Which modules did you complete?

The programme consisted of Career Planning, Job Preparation, Workplace Skills and Personal Development.

What did you learn from completing the course?

The Ready for Work Programme prepares one for the corporate world. I learnt how to work with people and how to develop myself as an individual. Most of all, I learnt how to deal with stressful situations. I also learnt communication skills.

Career Services Graduate Guide

UP students who completed the Ready for Work Programme



Tshiamo Setuke

What are you currently studying?

I am currently studying Anthropology and doing my first year of honours.

When did you complete the Ready for Work course?

I did my Ready for Work Programme in 2019.

Which modules did you complete?

I did Job Interviews, CV and Cover Letter, Email Etiquette, Organisational Structure, Stress Management, Assertiveness, Financial Skills, High Cognitive Processing and Emotional Intelligence.

What did you learn from completing the course?

I have learnt patience and persistence as the course was quite long, but very insightful. I also learnt a lot from the assessments that I was given to complete, such as how to write an email professionally, how to prepare for an interview and how to conduct myself in a work environment, to mention a few. What stood out for me and what I am applying in my life as a student is the stress management skills.

Career Services Graduate Guide

UP students who completed the Ready for Work Programme



Khanyisa Ngobeni

What are you currently studying?

I am currently a third-year BCom (Law) student.

When did you complete the Ready for Work course?

I completed the Ready for Work Programme in 2018.

Which modules did you complete?

I completed various modules, such as Time Management, Workplace Ethics, CV and Cover Letter Writing, Job Interview Skills and Digital Profiling, Job Searches, Financial Skills, Emotional

Intelligence and Stress Management, Global Citizenship, Assertiveness and Office Protocol, and Report Writing.

What did you learn from completing the course?

The Ready for Work Programme is a learning platform that provided me with knowledge that is not offered in any lecture hall as part of my degree. For a long time, I did not have a CV because I thought I needed experience in order to create one. The programme exposed me to different types of CVs and taught me that even a person who has not yet acquired work experience, can have a good CV. Completing the modules on time and stress management improved my productivity and work ethic as a student, because I learnt to organise my life and identify tasks that are more urgent than others, thus reducing even my levels of stress. I have learnt how to budget and manage my finances through the completion of this programme. This course placed me in a position where I was employed by Career Services, which further enhanced my CV. Although the programme has equipped me with knowledge and skills that make me more employable in comparison to someone who has not completed the programme, the Ready for Work Programme has improved my life as a student because some of the modules such as emotional intelligence taught me how to work with others in a team, and this has been applicable in modules where I have had group assignments in my degree. Even though I have completed the programme, I am still in contact with Career Services as they continue to help me towards achieving my goals as a future employee. I give credit to this course for having given me a chance to connect with Career Services, because I know by the time I complete my degree, I will be ready for work thanks to the skills I have been offered.

what is
my4in1
.com?



It's **4 graduates** who believe in doing good AND doing well, It's 4 those who take initiative and are driven to be the best they can be, It's 4 those who prefer making a difference and not just making a buck.

It's **4 trailblazers, dreamers, relentless optimists** and those with the vision to take on the challenges of the future.

It's 4-in-1, and if you dream of designing a life path and not just getting a job – FirstRand works for you.

FirstRand works for you

Feel free to learn more and have a look at why my 4-in-1 works for CAs (accounting graduates) and quants (quantitative analysts – usually grads from statistics, engineering, mathematics, data science, data mining and actuarial science).

Our website details and application link | www.my4in1.com
CA Training programme closing dates | **31 May 2020**
Quants Graduate programme closing dates | **31 August 2020**

Career Services Graduate Guide

UP graduate success stories



Claudine Köllner

Where are you currently employed?

Bornman Brink Inc. Attorneys

What did you study?

(BA Law) LLB

What is your current job title?

Candidate attorney

Do you have career advice or tips for final-year students who are looking to work next year?

When looking for a job, it may seem intimidating and daunting, but you should never give up.

Being rejected can be very disheartening when you apply for work. If you are struggling, however, just keep in mind that the right opportunity will come along for you eventually. Every rejection brings you closer to what is meant for you, and when you find employment, it will make sense as to why the previous opportunities never worked out.

If you had to go back in time, is there anything you could have done better or would change when it comes to career planning?

I would have been more proactive in trying to find work sooner. If you leave it until your final year to look for work, there is increased pressure on you to find a job and one does not need that extra stress in your final year of studies. If I could go back, I would have started applying for jobs sooner or even just vacation work in order to start getting experience and a foot in the door.

What is the most rewarding part of your job?

The most rewarding part of my job is that entering the legal sphere by being a candidate attorney is so much more than just a job, it is a profession: a profession that I am already extremely proud to be a part of.

Career Services Graduate Guide

UP graduate success stories



Goabaone Paledi

Where are you currently employed?

I am currently an associate in risk and assurance at PricewaterhouseCoopers (Waterfall Office).

What did you study?

I did my undergraduate degree in BCom Accounting Science. Thereafter, I completed my honours degree in BCom Internal Auditing.

What is your current job title?

I am an associate in Governance, Risk and Internal Audit, with specific focus on the consumer and retail industry.

Do you have career advice or tips for final-year students who are looking to work next year?

I think it's really important to get out there and look for vacation work (vac work). Vac work is an incredible opportunity to not only gain experience and insight into the realities you'll face the following year, but it enables you to see where you would fit in. I think it's definitely important to place greater emphasis on yourself, and where you would be the happiest. You don't want to work at a place where you don't fit in, or your personality won't be accepted. You want to work in a place where you'll feel at home, with people who will make you feel welcome, and where you'll feel most comfortable.

If you had to go back in time, is there anything you could have done better or would change when it comes to career planning?

No, I wouldn't. I am a firm believer in everything happening for a reason, and that there's a lesson to be learnt through every experience. I always wanted to be a chartered accountant (CA (SA)), but that didn't pan out. However, the lessons learnt and the people I met along the way were all experiences I wouldn't change for anything. So, do what you really want to do. And if you know that you have given it your all, and it's not working out, or you're not happy with what you're currently studying and the path of your career, change it.

What is the most rewarding part of your job?

Being privileged enough to work with different people in different teams. Being able to help solve problems and having the opportunity to travel while doing it.

Career Services Graduate Guide

UP graduate success stories



Khensane Mangwane

Where are you currently employed?

I am currently doing my articles at Mothle Jooma Sabdia Incorporated.

What did you study?

I studied LLB

What is your current job title?

Candidate attorney

Tips or advice for final-year students who are looking to work next year?

Surround yourself with people who inspire you. Get yourself a mentor who is already in the working field. Life after university is extremely different and it can become overwhelming. Having a mentor with work experience to guide you can make things a lot easier for you. Finding a job is extremely difficult. Do not give up the search and do not settle; everything has a way of working out exactly the way it should. When you do find a job, perform your duties to the best of your ability, always be eager to learn and always remember how privileged and blessed you are. Lastly, do not compare yourself to your peers. Your journeys are different and you will all have your time to shine!

If you could go back in time, is there anything you would change or do better when it comes to career planning?

Yes. I would have applied for vacation work a lot earlier in my varsity career in order to give myself more exposure to different fields of law at different law firms.

What is the most rewarding part of your job?

My job is intellectually challenging and personally fulfilling. I learn something new every day and I get to serve, not only my firm, but also our clients. Knowing I have changed someone's life is fulfilling.

Career Services Graduate Guide

UP graduate success stories



Isabella Natasha Maria Mazzone

Where are you currently employed?

I am currently employed at Hahn and Hahn Attorneys as I am undergoing my articles of clerkship as a candidate attorney.

What did you study?

I completed my LLB degree in 2019. My final-year dissertation focused on jurisprudence and constitutional law.

What is your current job title?

I am a candidate attorney.

Do you have career advice or tips for final-year students who are looking to work next year?

I highly recommend doing as many internships/volunteering in your specific study field as possible. This opens up your mind to what it is going to be like in practice and whether it will suit you and your skill set. It is also incredibly helpful to have these internships on your CV as companies expect “experience” and this can be done in your June or December holidays. The internships will be a great indication as to whether you are on the right career path or whether you need to consider moving towards something else.

If you had to go back in time, is there anything you could have done better or would change when it comes to career planning?

I would have consulted with my lecturers more often in order to receive their advice on the field I was more inclined towards. I would also have liked to have done more job shadowing to see the differences between the normal working days of an attorney, advocate, consultant and judge in order to compare and take note of what I like and dislike about their respective careers.

What is the most rewarding part of your job?

The most rewarding part of my job is knowing I have put in as much effort as I possibly can and seeing how it pays off when it comes to research, litigation and consulting with clients. It is incredibly rewarding when you keep things in order/organised for your boss or principal and they show appreciation for that. Organisation is something we tend to underestimate when it comes to ensuring that we are performing adequately.

Career Services Graduate Guide

UP graduate success stories



Tshepo Masoga

Where are you currently employed?

At PricewaterhouseCoopers, Waterfall City.

What did you study?

BCom Financial Sciences, followed by BCom (Hons) Internal Auditing.

What is your current job title?

I am currently employed as a second-year associate in the Consumer Industry Products and Services Division in the Governance, Risk and Internal Auditing department.

Do you have any career advice or tips for final-year students who are looking to work next year?

When you start working, just remember that it's OK to fall on your back sometimes. It is all part of the process of learning, and always ask questions! If you haven't found work as yet or you don't know where you are going next year, don't worry. Something will come up, just keep on looking and applying at different places, something will come up in the end.

If you had to go back in time, is there anything you could have done better or would change when it comes to career planning?

I would make better use of the time I had at my disposal. I would also have attended more varsity/student-related events as I didn't quite grasp the concept of work-life balance.

What is the most rewarding part of your job?

Adding value to client processes and helping to solve "important" problems that the client may be facing. Furthermore, I rarely get to do the same thing twice as no two companies are the same.



Ready to go *where no bank has gone before?*

At FNB, you'll be stepping into a whole new world of firsts.

Our unique, collaborative culture is a first. Our game-changing thinking is a first. Our ground-breaking technology and analytics, as evidenced by our Global Data Anywhere Award for innovative optimisation, is a first. As Africa's Coolest Bank, for the eighth year running, we're making moves to build new solutions that build a better future. FNB Future League will run from **29 June - 03 July 2020**. Five days that will change your life for the better. **Open to all graduates from every kind of degree.**

Future League applications close

05 June 2020

Apply to the FNB Graduate Programme

Applications from 01 March - 07 August 2020

 www.fnbgrad.mobi



Career Services Graduate Guide

Current trends that influence the future of work – UP's Dr Vukosi Marivate: Using data to better understand our world

Dr Vukosi Marivate holds the Absa Chair of Data Science at the University of Pretoria and is co-founder of the Deep Learning Indaba. He spoke to Primarashni Gower about his work.

Tell us about your background

I hold a BSc and MSc in Electrical Engineering from Wits University (my MSc was done under Prof Tshilidzi Marwala) and a PhD in Computer Science from Rutgers University, New Jersey, USA (my PhD was done under Prof Michael Littman). I work on developing machine learning/artificial intelligence methods to extract insights from data. A large part of this work over the last few years has been in the intersection of machine learning and natural language processing (due to the abundance of text data and the need to extract insights). I run a research group called Data Science for Social Impact, using local challenges as a springboard for research. In this area, I have worked on projects in science, education, energy, public safety and utilities.

What is your role as the Absa Chair of Data Science at UP?

The chair is a collaborative industry chair created by the University and Absa. I work to expand data science practice, research

and community, inside and outside the University. Inside the University, this means doing interdisciplinary data science research within and outside the Faculty of Engineering, Built Environment and Information Technology.

What exactly is machine learning and data science?

Machine learning is a subset of artificial intelligence that deals with developing machines that can learn patterns from data. Data science is a burgeoning field that looks at using data (small and large) to better understand our world and take on challenges across numerous fields (thus its multi-disciplinary nature). In the end, data scientists work to get their methods used by people in the field who use these solutions to solve problems. At the University, this means I get to work with many academics from different schools and faculties. Ultimately, we work to look at a problem through the lens of data and find ways to use appropriate modelling (machine learning, statistics and graph mining) to tackle that problem.

Career Services Graduate Guide

Why is data so important and what is it used for?

Data has become abundant in multiple ways. My research group looks at a number of problems. One problem is using text as a data source to build tools. For example, we are working on methods that can make it easier to build automated tools that can process local language data for tasks such as understanding communication on chat groups, the automated labelling of local language data and discovering patterns in local language texts.

Through a number of collaborations inside and outside South Africa, we are working on looking at education data to better understand what factors lead to improved performance (on multiple measures) for primary and secondary school education. This is important as we can use machine learning models to predict performance, but for policy makers, we have to be able to explain how these methods actually work and how they make their decisions. A number of students and collaborators work on developing machine learning approaches to understand cyber-safety challenges such as anomaly detection to detect fraud, or methods to identify threatening content online (misinformation, fake news, online harassment).

How much progress has South Africa made in terms of machine learning and data science, in comparison to Africa and the rest of the world?

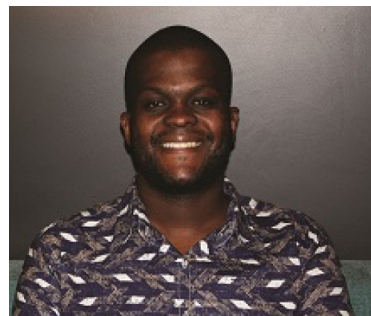
We have a growing community that still has to grow by multiple factors to reach critical mass that solidifies the community. South Africa is one of the more advanced machine

learning/data science communities on the African continent, but we still have to find ways to collaborate across institutions and with industry to create a solid foundation for sustainability.

We face the challenge that we do not have large university departments with 50 or so full-time PhD students who are in computing, let alone machine learning/artificial intelligence/data science and this is something we must work towards. There is a lot of opportunity if we work in a distributed manner. Through the Deep Learning Indaba, we have connected many people who are in the field doing great work.

What advice would you give prospective university students about this field?

There are so many opportunities in this area and if you keep on learning, you can grow very quickly. The University has a number of opportunities for those interested in data science, including the Master's in IT in Big Data Science that continues to attract many students.



Dr Vukosi Marivate

WANT TO BE A CHARTERED ACCOUNTANT

...but not sure how you're
going to afford university?

Let Thuthuka inspire you to success

Every year, the South Africa Institute of Chartered Accountants' (SAICA's) **Thuthuka Bursary** places fully bursared African and Coloured students at selected SAICA-accredited universities in fully funded and supported undergraduate BCom Accounting education programmes to help them reach their dream of becoming a chartered accountant [CA(SA)].

What is Thuthuka?

Thuthuka is a bursary like no other. Covering more than just your tuition, books, meals and accommodation, Thuthuka also gives you an allowance, mentorship, additional lectures and soft skills training in order to help you bridge the gap between high school, university and the world of work. In fact, whatever you need to succeed and achieve your CA(SA) dream, Thuthuka will make it happen!

So if you're an African or Coloured Grade 12 learner who is achieving a level 5 pass in Maths (not Maths Literacy) or a university student studying a CA-stream BCom degree and you need financial assistance to get to university, find out more about the Thuthuka Bursary and how to apply at www.thuthukabursaryfund.co.za - applications for 2021 close at the end of July.

Let Thuthuka help you make
your bright future happen!



THUTHUKA

inspiring success



Applications for 2021 close at the end of July.
Apply today - visit www.thuthukabursaryfund.co.za.

Career Services Graduate Guide

Humanities students, consider your options: Are you ready to work?

As a former University of Pretoria student, the one thing I experienced is how academic my years at UP were and also how competitive students in different programmes became. This rivalry is fuelled by the momentum each faculty builds around being the best at something.

Students in the Law Faculty, for instance, pride themselves on being articulate and able to conduct robust discussions over various issues. Students in Economic and Management Sciences are trained to crunch numbers – a task they do with aplomb. While Engineering, Built Environment and Information Technology students believe they are equipped to handle anything thrown their way, Humanities students can tell you more about what it means to be human than you ever realised! This combination makes UP a perfectly conducive environment for entrepreneurial activity.

The Student Entrepreneurship Office (SEO), based in the Faculty of Humanities, aims to cultivate this entrepreneurial spirit by helping students nurture their penchant for lateral thinking and innovation with a range of opportunities. Our goal is to support student entrepreneurs and help them access the broader market UP offers.

We realise, though, that there are students who are not necessarily entrepreneurial, and others who would like to build their experience and CV while still completing their coursework.

This is why we have designed an internship and learnership programme to expose students to careers that are closely aligned to their chosen field of study. It gives each student a chance to apply what they have learnt in the classroom to real situations. Beyond this, the internship programme allows students to test their idea of a career path. In their internships, students will also make valuable networking contacts that assist them in the remainder of their formal education and chosen careers.

This programme is not detached from the entrepreneurial seeds we want to sow. Instead, it incorporates a comprehensive mentoring and support programme with reflective exercises that enable students to think entrepreneurially about their careers. The SEO will source internship opportunities from a range of organisations, from NGOs to parastatals and corporates in Gauteng, across the country and around the world.

Such opportunities, we believe, will be particularly beneficial for students in the Humanities who, unlike students in other faculties, do not have a predetermined career path. With internships and

Career Services Graduate Guide

learnerships, these students will be better equipped to compete in a shrinking job market and even create their own jobs!

Internship requirements

There are two major requirements for an internship: working in an organisation and three short written assignments.

Written assignments

All student interns enrolled in the SOE placement programme will have to submit the following brief assignments that will contextualise and internalise their internship experience:

1. Develop a letter of agreement between themselves and their employer outlining the tasks and responsibilities for their internship. Preparing this memo forces the student and the supervisor to discuss, at the beginning of the internship, what both parties expect from the experience and to outline exactly what the job will entail. The memo protects students so that they are not forced to answer phones and run errands for the duration of their internship. Instead, it guarantees that each student will be given meaningful tasks and responsibilities that will introduce them to their field of interest.
2. Halfway through the placement, the student intern will be asked to submit a 1 500 word book critique. For this assignment, the student will be asked to choose a recent text on leadership and apply its ideas to the organisation in which they are employed. For instance:
 - a. Are there effective leaders in the agency? Why or why not?
 - b. Are there formal or informal leaders?

3. At the end of the internship, students will be asked to submit a final 1 500 word assignment in which they analyse their internship experience and discuss how it affected their career aspirations.

Before a student starts the internship, they attend an orientation meeting where they receive relevant material. During this session, the academic assignments and a list of helpful suggestions will be discussed in detail to help ensure a successful learning experience.

Mentorship support

Each student intern will be paired with a mentor who will help them navigate their working experience. Students will have to sign a standard Memorandum of Agreement with their mentors and will be asked to meet (either physically or virtually) with their mentor at least four times during their internship to discuss their experiences and ask questions about their written assignments.

South Africa's current socio-economic climate is challenging students to think differently about their roles as graduates in society. With the unemployment rate steadily rising and the Fourth Industrial Revolution fast approaching, UP students need to start imagining and re-inventing the roles they can play. The SEO seeks to help such students be proactive and find their feet before they graduate.

Are you such a student?

If you are, please contact: Makone Maja (makone.maja@up.ac.za).

Makone Maja
Student Entrepreneurship Office



**Azoteq's Touchpad
Module can be found in
Bose 700 Noise Cancelling
Headphones.**

Help us design more awesome tech

Azoteq is a fabless semiconductor company based in Paarl. A career at Azoteq offers electronic engineers the opportunity to work with leading international brands such as **Logitech, Google, JBL, Lenovo & Microsoft** at the forefront of technology.

At Azoteq you will be working with an elite team to develop lighting & sensing solutions for consumer electronics, wearables, gaming, PC peripherals, IoT & security applications.

Contact us at career@azoteq.com for more info about jobs & internships.

Career Services Graduate Guide

Learn from IQbusiness graduates



Kerri-Ann Baggaley

What university did you graduate from, and with what qualification?

University of the Witwatersrand with an MBA (Master of Business Administration)

What is your current role in IQbusiness?

I am currently an associate consultant/intern.

What has been the most fundamental aspect of your internship to date?

The internship has allowed me to discover how complex the world of consulting is and how different each project can be, as well as how diverse the opportunities are within this line of work. In addition, the activities undertaken during the first few weeks cemented the importance of critical listening; you need to listen carefully to what people are saying, as well as to what is not being said. Teamwork is also extremely important – you need to be a team player as everyone has his or her own value to add, regardless of experience or background.

Describe your experience at IQbusiness and explain why you would recommend joining the internship programme.

IQbusiness is a captivating company to be part of and I have thoroughly enjoyed the experience thus far. It is an organisation that truly cares about its employees, and even though there is the expectation to work hard, they make sure you – as an individual – are coping adequately. The decision to change from my architectural career after four years allowed me to discover the world of consulting, and this is how I was introduced to the IQbusiness Internship Programme. The programme intrigued me enough to apply, and it was the best decision I ever made. Although I have work experience, there is still so much for me to learn. The internship consists of many different parts, all with different learning opportunities and growth potential. The organisation encourages all IQers to think beyond the obvious and seek innovative solutions. No matter what your degree, background or experience, this programme can help you grow, learn and see the business environment in a new light. I would highly recommend this internship programme, as it helps set you up for your future career, providing the correct tools, guidance and knowledge.

What advice can you give to graduates who are looking for internships and jobs, knowing what you know now and what you have been through?

Job hunting can be a very daunting task for anyone, especially for those entering the job market for the first time. The economic status of the country has made it even harder, as companies are operating on less manpower to get through hard times. So what does this mean? Well, be patient. It may take time for opportunities to arise, and if that means doing small part-time jobs, do it, as you never know whose path you may cross in the process and it helps add a bit of experience to that CV.

Here are some further pointers for walking the employment journey:

- Don't be afraid to step outside your comfort zone and don't restrict yourself to one programme or one company, as there may be something out there that you never thought about before.
- Spend time on your CV and ask for help if needed. Make sure it has all the necessary information and fits ideally on two pages. Ensure you mention key words that are associated with the career or position you are hoping to get to, but don't lie.
- When attending an interview, always do research about the organisation beforehand; this will allow you to understand the environment you will be entering and enable you to connect with your interviewer, especially when asked questions about your knowledge of their company.
- Don't be afraid of rejection, as you might experience many of these. Try not to become too disheartened, but rather pick yourself back up and keep trying. Keep sending CVs and going for interviews, because for all the rejections there will be that one acceptance, and you never know – it could be the one with the best opportunities.
- Don't fall for scams – if a "recruiter" asks you to pay for anything, especially for police clearances and for them to take you to your final interview, it is a scam. Our laws prohibit recruiters asking for money, so be careful and don't get trapped.
- Networking is important; form relationships with those you meet, be it friends, family or business people. The broader your network, the more access you have to information – they can be the greatest form of support and provide life skills, advice and guidance.

Career Services Graduate Guide

Learn from IQbusiness graduates



Singi Mashele

What university did you graduate from, and with what qualification?

I graduated from the University of the Witwatersrand with a BA Honours in Psychology and a BCom Honours in Human Resources.

What is your current role in IQbusiness?

I am currently an associate consultant/intern.

What has been the most fundamental aspect of the internship to date?

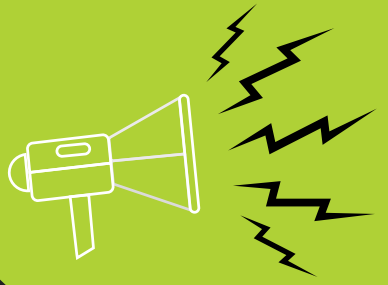
I thought I knew what teamwork meant, but I have since learnt so much more about the challenges and the successes that come with working with others. IQbusiness prepares us for the world of work through interactive teambuilding activities that help us learn not only about what it means to be an IQbusiness consultant, but also more about ourselves in different situations.

Describe your experience at IQbusiness and explain why you would recommend joining the internship programme.

IQbusiness creates a supportive environment to grow and develop at both a professional and personal level. Working for IQbusiness means being part of a team that is passionate about making a difference – not only in the lives of IQers, but in our communities too.

What advice can you give to graduates who are looking for internships and jobs, knowing what you know now and what you have been through?

When looking for an internship or a job, it is important to understand yourself, as well as identify the industry you believe would be most suitable for you to gain the skills and capabilities that will make you a better version of yourself. It is important to understand that the workplace is where we grow, not only professionally, but personally as well.



We
build

AWESOME

software

WE CALL OUR SELVES RABBITS:

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



WHO WE ARE LOOKING FOR

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

Then you are the kind of person (the fluff is metaphorical of course). In this agile industry, we need individuals who will embrace this, make the best of every moment and give you the opportunity to make the best of every moment.

Apply at: www.retrorabbit.co.za

RETRO  RABBIT

Career Services Graduate Guide

Learn from IQbusiness graduates



Mohamed Sangrodi

What university did you graduate from, and with what qualification?

University of Johannesburg. BSc IT.

What is your current role in IQbusiness?

Senior Manager at IQbusiness

What has been the most fundamental aspect of the internship to date?

The support and accelerated learning across the internship programme builds a solid foundation.

Describe your experience at IQbusiness and explain why you would recommend joining the internship programme.

I have been at IQbusiness for seven years since starting back in 2013. I was fortunate enough to experiment in different competencies, delivery approaches and frameworks, which provided me with a wealth of experience to make more informed career decisions. IQbusiness has developed a unique accelerated programme, which jump-starts your career. Having seen other internships across other organisations, IQbusiness's unique approach to its internship programme is a game changer.

What advice can you give to graduates who are looking for internship and jobs, knowing what you know now and what you have been through?

Trying frantically to get into an internship can be extremely stressful. Keeping composed and professional really helps in this regard. One of my biggest learning areas was the ability to explore, experiment and experience different tools, technologies, methodologies and frameworks. Consulting gives you a wealth of experience and enables you to experience things for yourself before making any long-term career decisions.

Career Services Graduate Guide

Learn from IQbusiness graduates



Avile Masiba

What university did you graduate from, and with what qualification?

I graduated from the University of Pretoria with a Bachelor in Political Sciences, International Relations.

What is your current role in IQbusiness?

I am currently an Senior Associate Consultant.

What has been the most fundamental aspect of the internship to date?

The most fundamental aspect has been the opportunity to learn and gain knowledge through the training given, CoIs and CoPs – these are initiatives that take place after hours and allow a constant flow of knowledge sharing and also the opportunity to come back to IQbusiness and network and interact with fellow colleagues.

Describe your experience at IQbusiness and explain why you would recommend joining the internship programme

My experience at IQbusiness has been wonderfully challenging and fun, from the people and culture to the initiatives that I have been a part of. I would recommend the programme if you are ready to learn more about yourself and be challenged.

What advice can you give to graduates who are looking for internship and jobs, knowing what you know now and what you have been through?

My advice is do not limit what you can learn because of what you studied. Apply for everything, but also take time to breathe; the process is tiring and it is important to preserve your energy.

RBB Economics offers career opportunities for entry level economists

Who are we?

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

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

Our working environment

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

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

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

Our clients

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

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

Our requirements

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

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

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

www.rbbecon.com

Career Services Graduate Guide

Companies' interview tips

Retro Rabbit

General tips

- Be confident in your own ability and bring enthusiasm to the interview.
- Research the company – recruiters are impressed if you show interest in the company.
- Have your common interview answers ready (where do you see yourself in five years, why would we hire you, etc.).
- Ask questions – it shows interest.

Three interview questions to expect and prepare for, and what the recruiter considers the ideal answers to be

- Tell me about yourself, something that is not in your CV.
 - Show your love for tech and be prepared to answer questions that are not based on your CV.
- How do you deal with conflict in the workplace?
 - Use examples of the best ways that you have dealt with situations.
- What was your biggest challenge working in a team?
 - Tell us about your way of thinking and your way of dealing with conflict

Doreth Hanekom
Retro Rabbit

Middel & Partners

General tips

- Don't provide an answer to a question that you don't understand. Rather ask the interviewer to repeat the question.
- Honesty is always the best policy. Do not create expectations that you will not be able to meet.
- Confidence is your best accessory. Trust in your own ability will leave a memorable impression.

Three interview questions to expect and prepare for, and what the recruiter considers the ideal answers to be

- What are your ambitions in life?
 - This will depend on your personality and what you wish to achieve in life.
- What is your take on personal time management?
 - Companies rely on employees to commit fully to working their assigned hours and honouring their contracts.
- What will you do if you get a better offer a month after accepting the position?
 - Loyalty speaks volumes and you can still reach the top by sticking to a strategically outlined career plan.

Coenie Middel
CEO Middel & Partners

Career Services Graduate Guide

MIP Holdings

General tips

- Relax and be yourself. The interviewers want to see the best of you, and are not looking for the worst in a candidate.
- Be calm, arrive early, dress neatly, and most importantly, be yourself!
- Practise projecting your voice, and enunciate your words carefully.
- Maintain eye contact with the interviewer.

Three interview questions to expect and prepare for, and what the recruiter considers the ideal answers to be

- Tell me about yourself.
 - Where did you grow up? Why did you study what you did? What do you do in your free time?
- What are your strengths?
 - It is important not to reel off a rehearsed list. I want to remember you after the interview, and I want to connect with you as an individual.
- What are your weaknesses?
 - Everyone has them, including the interviewer and their manager. Do not be embarrassed, but be prepared to say where you might struggle. This self-knowledge will reflect well on you.

As a recruiter, I do not want prepared ideal answers. I want to be able to engage with the candidate.

Brigid Firth
MIP Holdings



Nexia SAB&T

General tips

- Prepare for the interview
- Know which role you are being interviewed for.
- Check the company address. Make sure you know where you are going and sort out transport issues beforehand. Be on time
- Make sure you are comfortable in what you are wearing.

Three interview questions to expect and prepare for, and what the recruiter considers the ideal answers to be

- Tell us about yourself.
 - Share who you are, your qualifications, skills and experiences, what you do for fun and any involvement in the community. Participate in the conversation, listen and be enthusiastic.
- What are your strengths and your weaknesses?
 - Tell us what you are good at and about your developmental areas (with your developmental areas, tell us how you are planning to improve).
- What do you know about the company?
 - Google the company website and research more about who they are and what they do. Ask relevant questions that show your interest in the role and the work that the company does.

Patience Khumalo
Nexia SAB&T



Ab Initio

Three interview questions to expect and prepare for, and what the recruiter considers the ideal answers to be

- Any question to which you do not know the answer.
 - Do not try to make up an answer or ramble. The ability to say “I don’t know” is important. However, you should always then describe the approach you would follow to try to find the answer.
- Tell us about an interesting or difficult problem you worked on recently and the methodology you followed to arrive at a solution.
 - We do not expect you to have solved an industry-grade problem. We are interested in understanding how you went about solving a problem that was difficult for you at the time, given your level of expertise.
- What can you do well or not do well?
 - It is important that candidates know who they are. The idea is not to be boastful or bashful, but rather to give a realistic high-level view of your natural talents and skills.

Jill Marais
Ab Initio





MIDDEL & PARTNERS
AUDIT • TAX • ADVISORY

“THERE’LL ALWAYS BE SERENDIPITY
INVOLVED IN DISCOVERY”

JEFF BEZOS

The journey to greatness asks for your constant dedication, begs for your unwavering commitment and is made easier with a partner who understands your vision by your side. The seeds of greatness, however lies in your choices, words and actions. Align these with your professional goals and start seeing greatness manifest itself to the fullest.

Are you an innovative, inspiring, hardworking, reliable, accountable graduate looking for a prospering firm that fosters growth? Then give us a call!

Specifications

BCom Accounting Sciences graduates wanting to become Chartered Accountants.

What we will offer:

SAICA accredited trainee programmes in an innovative medium firm environment.

Send us an email to: info@middel.co.za or visit our website: www.middel.co.za/careers

Finding your greatness is closer than you think.



Your TuksAlumni network

Stay connected and benefit from these exclusive alumni opportunities. The world as we know it has changed. With the advent of the coronavirus pandemic, we are all compelled to review how we operate and function in the new normal. This includes relooking career strategies for finding internships, applying for jobs, starting a business or landing our dream position. So, how can the Alumni Relations Office help? Here are some tips to consider.

1. Create a LinkedIn profile

LinkedIn profiles have become the new curriculum vitae (CV). This is a great marketing and branding tool that also helps you maintain a professional online presence. For help on crafting a great

LinkedIn profile, read this LinkedIn article: "20 steps to a better LinkedIn profile in 2020". Your LinkedIn profile will come in handy when registering for the UP Alumni Connect platform/app.

Career Services Graduate Guide

2. Join the UP Alumni Connect platform/app

Part of the benefit of studying at the University of Pretoria is that, when you graduate, you become a member of the TuksAlumni family. This gives you free access to the UP Alumni Connect platform/app.

With over 9 000 registered alumni on the platform and 4 500 indicating their willingness to help, you have access to an instant network of professionals with whom you share the experience of being a UP graduate.

So download the app by searching "Graduway Community" on Google Play or the App Store, or online at www.upalumniconnect.com

3. Use the UP Alumni Connect app

On the platform/app, you can view job opportunities and invites to events, access mentorship opportunities and connect to faculties, alumni chapters and the alumni network.

Exclusive invites

Don't miss the opportunity to join us for a wide variety of exciting alumni events. We host alumni events across South Africa, internationally and online.

Advance your career

Are you looking for a new job? The Alumni Relations Office now offers a job portal on UP Alumni Connect. On this portal, you will find both local and international job opportunities.

Advance your network

Professional networks are important. UP Alumni Connect helps you to grow

your network by connecting you with other UP alumni and professionals in your field of expertise. Don't be afraid to reach out to an alumnus on the platform.

Access to mentors

A mentor can inspire, teach a few tricks, make an introduction or be a sounding board for ideas. Are you looking for a mentor or would you like to be a mentor? Please make sure to join the UP Alumni Connect platform to find a mentor in your field of expertise or volunteer to mentor others.

4. Stay updated

Stay in the know! Don't miss out on what is happening at your alma mater. Follow us on:

- UP Alumni Connect: www.upalumniconnect.com
- Facebook: @UPTuksAlumni
- Instagram: @Universityofpretoria (one word)
- LinkedIn: University of Pretoria / Universiteit van Pretoria
- Twitter: @UPTuks
- Website: www.up.ac.za/alumni

Alternatively, share your story, recommendations and news by emailing us at alumni@up.ac.za.

Good luck and don't forget to join your fellow alumni on the fastest-growing app in the world – UP Alumni Connect at www.upalumniconnect.com.

Samantha Castle
Senior Manager:
Alumni Relations
Email: samantha.castle@up.ac.za



Career Services Graduate Guide

Alumni profile



Sbusiso Buna

Sbusiso has successfully launched and led several ventures, initially through founding and leading the University of Pretoria Consulting Society. He subsequently held the position of Executive Manager of the University of Pretoria Business Incubator, where he redesigned and implemented the business and operating model.

He is a former management consultant for IQbusiness, where he focused on organisational effectiveness, investment banking and project management experience at a credit bureau.

Sbusiso has dual degrees with a Bachelor of Commerce and a Bachelor of Law from the University of Pretoria. He is a Brightest Young Minds Alumnus, Kairos Fellow and 500 Start-ups Alumnus. He is currently the co-founder and CEO of Jobox, a student work experience start-up, assisting companies to find vetted and affordable talent to help them grow their businesses.

Jobox is a job platform for students where soft skills matter. By collaborating with higher education institutions, it provides work experience for students with data-driven insights, sourcing clients with the best candidates.

THE MIP INTERNSHIP

OPENING UP OPPORTUNITIES



Three Year Paid Internship



No Specific Degree Required



15-25 Interns
Accepted Per Quarter

Solve the puzzle in the link
below to start your application!

www.mip.co.za/internship

Career Services Graduate Guide

Why it's time to differentiate between a job and a course

Job applicants have the academic qualifications, but lack practical know-how, so companies should select suitable candidates and train and mentor them to fill the roles needed.

Employers have long known that there really is a shortage of people who can program and, incredibly, not all of those who apply for programming jobs can program.

The shortage of skills is a global problem, not only a local one: unbelievably, only one in 10 organisations say they have the technical skills they need to succeed, with the biggest shortages of IT skills in the areas of software engineering, cybersecurity, mobile computing, cloud computing, social networking and analytics.

The situation locally is exacerbated by the state of education, says Richard Firth, CEO of MIP Holdings. "The South African authorities who are responsible for the curricula in accredited training in IT have designed a static educational tick-box of required technology skills. These skills are, however, changing constantly and are possibly disconnected from what business actually needs to succeed in the Fourth Industrial Revolution. They focus too much on academic outcomes and very little on practical work or measuring whether remuneration fits in with the expectations of the knowledge economy," he says.

"How can we expect to fill the skills gap if we aren't starting with the right base? MIP has implemented psychometric testing to bolster our ability to grade a candidate who may already have a university degree, because we have found that a degree doesn't necessarily mean the person can actually code."

Firth explains that, as a result of the difficulty the company had in filling its internship posts in the past, it decided to change its approach.

Previously, MIP would run a general advert for a post for an intern and get thousands of responses, and out of those thousands of applications, only a handful would qualify for the internship. In order to eliminate those individuals who do not have the prerequisite logic skills necessary to be a software engineer, and therefore to ensure the company has the right calibre of person applying for the internship, MIP came up with a five-step approach.

The first step in the phased approach is for the potential applicants to resolve a logic puzzle. By resolving the puzzle, they then get access to a website address that takes them to a game of logic that has

Career Services Graduate Guide

23 steps to it, with each of the 23 steps getting progressively harder to solve.

The candidates are, in effect, writing a program by using game mechanics. Once the game is completed, the company measures the time taken and logic used to complete each of the steps. If the candidate has met certain criteria, the applicant's contact details and a copy of a CV or areas of interest in technology are to be sent to a specific email address.

Based on the successful solving of the puzzle and the emailed details, MIP does its own aptitude assessment. If the results of the internal aptitude assessment show promise, MIP sends those applicants for a third-party psychometric assessment. This purely tests logic ability, and those who pass this test are interviewed for the first time to assess emotional intelligence (EQ).

Once a participant has completed all of these phases, MIP has a 96% success rate in training, mentoring and producing a successful software engineer.

The successful candidate will receive a realistic salary from the first day of training to fund the candidate's ability to pay for accommodation, transport, food and clothing.

"Our MIP graduate software engineers who pass the three months of training have a performance and salary review every three months. If they perform well, they can potentially earn an average of R20 000 after two years. The caveat here is, however, that we have had to add another month on to our three-month

course purely to satisfy broad-based black economic empowerment (B-BBEE) and South African Qualifications Authority (SAQA) demands for MIP's training course to be accredited. The extra expense and time involved in doing so does not add anything to the output or earning potential of our candidates," Firth says.

"Without the addition of the accredited and mainly irrelevant training, we received zero B-BBEE points for our programme, and yet I can guarantee that we have delivered more people to the local Fourth Industrial Revolution, in a working role, with the right earning potential, than any other technological course has, where the candidate has been paid from the first day. We have absorbed close to 250 candidates now and our course is 100% scalable and replicable."

Firth adds that companies should be looking to grow and mentor people with the skills to fill the roles they need. However, trying to marry the demands of B-BBEE and the Department of Labour with employing people who can do the work well is every organisation's biggest challenge. "We understand that the Youth Employment Service has passed parliamentary muster, and this may be the first good news for South African businesses wanting to grow youth employment, and actually be rewarded for it!"





Company profiles

	
<p>Ab Initio provides a data processing software platform that our customers and consultants use to build applications that tackle their largest and most complex data processing challenges. These might be processing huge amounts of data, low latency real-time applications, applications that dynamically reconfigure themselves based on the data, applications that scale as data volumes increase – you get the idea. Ab Initio sells through word-of-mouth, so you are unlikely to have heard of us, but our customers are some of the largest companies in the world, covering industries including banking, retail, telecommunications, credit card processing, transportation, healthcare, insurance and high tech. Founded in 1995, we have been growing ever since. We are headquartered in Boston, Massachusetts, and have offices all over the world.</p>	
<p>Degrees we consider: Master's degree in Computer Science or a discipline with a big emphasis on computer science, software engineers and developers PhD</p>	<p>Ideal candidate profile:</p> <ul style="list-style-type: none"> • Software engineers / developers • An excellent academic background and a problem-solving mentality • A "hands on" and inquisitive approach to working with technology. We are looking for people who want to "get under the cover" to find out how things work. • A demonstrated aptitude for coding and fascination with data, ability to flex thinking from micro to macro. • Experience in using programming languages such as C++, Java, Python, Typescript or SQL, and experience in using Unix or Linux. • Awareness of and interest in newer technologies, e.g. Cloud or Hadoop ecosystem. • An enthusiasm for staying current with the latest technology and trends, highly conscientious, committed and industrious.
<p>Opportunities offered: Permanent</p>	<p>How to apply: Send CV to the below email address: SACareers@abinitio.com</p>
<p>Website: Send CV to the email address provided</p>	
<p>Closing date: 30 November 2020</p>	

	
<p>Help us design more awesome tech: Azoteq is a fabless semiconductor company with the R&D headquarters based in Paarl, Western Cape, and has design and manufacturing centres in South Africa and China. Sales offices and distributors are located in South Africa, Asia, Europe and the USA. A career at Azoteq offers engineers the opportunity to work with leading international consumer electronic brands such as Logitech, Google, Microsoft, Bose, Lenovo and the likes. We place a premium on innovation and, as such, Azoteq is the South African SME with the most US patents. At Azoteq, you will be working with an elite team to develop lighting and sensing solutions for consumer electronics, wearables, PC peripherals, IoT, gaming and security applications.</p>	
<p>Degrees we consider: BEng, MEng, PhD Electrical / Electronics</p>	<p>Ideal candidate profile: Graduates and postgraduates with good academic records. Graduates should be innovative, think creatively, and solve/find solutions to develop new ideas for products and services.</p>
<p>Opportunities offered:</p> <ul style="list-style-type: none"> • Permanent • Vacation work • Bursaries 	<p>How to apply: Students (for holiday positions) and graduates are more than welcome to email their CVs to career@Azoteq.com</p>
<p>Website: www.azoteq.com</p>	
<p>Closing date: 31 March 2021</p>	

Company profiles

<h1>Columbus Stainless (Pty) Ltd</h1>		
<p>Columbus Stainless, a member of the Spanish-based Acerinox, South African Group of Companies, is South Africa and Africa's only producer of stainless steel flat products. Founded in 1966, Columbus Stainless is the only fully integrated, technologically advanced, single-site stainless steel producer in Africa. The plant, based in Middelburg, Mpumalanga, produces a wide range of austenitic, ferritic, utility and duplex grades of stainless steel, suitable for most applications. Because of the boundless potential for stainless steel as a metal for the future, it remains dedicated to becoming the leading and preferred supplier of stainless steel in the domestic and global market.</p>		
Degrees we consider: BEng BCom (HR)	Ideal candidate profile: Acceptable academic performance, with strong work ethics, resilience and determination to develop oneself. Flexibility and teamwork are essential.	
Opportunities offered: <ul style="list-style-type: none"> • Graduate Development Programme • Internship • Vacation work • Bursaries 	How to apply: Register and create a profile on the website: www.columbus.co.za . Once you have registered, you can apply online as soon as positions have been advertised.	
Website: www.columbus.co.za		
Closing date: 30 June 2020		

<h1>K2 Workflow South Africa (Pty) Ltd</h1>		
<p>We power the people who build great companies. K2's cloud-based process automation platform gives companies the power to create modern process applications, automate workflows and accelerate their digital transformation. With K2's low-code digital process automation platform, you can develop and deploy powerful process applications quickly and at scale across your organisation. Whether you want to automate departmental workflows or streamline enterprise-wide systems as part of your digital transformation, K2 offers both cloud-based and on-premises solutions to build, empower and control your business processes.</p>		
Degrees we consider: <ul style="list-style-type: none"> • Computer Science • Information Technology 	Ideal candidate profile: Innovative, passionate, curious, willing and able to learn new technologies, able to work with the latest and greatest technologies, team orientated, brilliant, customer obsessed, fun.	
Opportunities offered: <ul style="list-style-type: none"> • Graduate Development Programme • Internship • Permanent 	How to apply: https://www.k2.com/about/careers	
Website: www.k2.com/careers/technical-support-associate-2020		
Closing date: 31 December 2020		

Join us, let's create together.


At PwC our purpose is to build trust in society and solve important problems. For now, we're doing this remotely.


During this time, consider what your future means to you. If working for a global professional services firm with a footprint in 157 countries sounds like a dream come true, then visit our careers website www.pwc.co.za/careers and register your CV.

To keep up to date with what's happening at PwC, follow us on LinkedIn, Facebook, Instagram and Twitter.





Company profiles

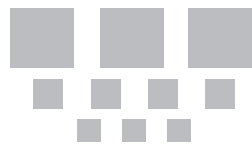
<h1>MIP Holdings</h1>		
<p>MIP is the leading provider of affordable business/IT solutions to the financial services industry in emerging markets. Over 20 million beneficiaries experience our technology on a daily basis. It is the world's only software engineering company to deliver solutions across the financial service verticals. Our products and services are diversified to accommodate the specialised administration needs of individual life and risk, value-added products and services, group life and risk, lending, funds, benefits and annuities, healthcare, risk and funding, Big Data, continuous improvement, and research and innovation.</p>		
<p>Degrees we consider: No specific degree required</p>	<p>Ideal candidate profile: MIP is looking for bright, dynamic graduates to join the team! We have a paid internship in 2020 for those candidates who are interested in commencing a career with MIP in Programming and Development.</p>	
<p>Opportunities offered:</p> <ul style="list-style-type: none"> • Graduate Development Programme • Internship • Permanent 	<p>How to apply: You can begin the process of applying for this internship by completing the puzzle in the following URL, which leads to an online game to play. We look forward to seeing how you do! http://challenge.mip.co.za/</p>	
<p>Website: www.mip.co.za/internship.html</p>		
<p>Closing date: 31 December 2020</p>		

<h1>PwC</h1>		
<p>PwC is a professional services firm that offers opportunities in various lines of services. At PwC, our purpose is to build trust in society and to solve important problems. We are a network of firms in 158 countries. In Africa, we are the largest provider of professional services, with close to 400 partners and over 9 000 people in 34 countries.</p>		
<p>Degrees we consider: Please see website for more details.</p>	<p>Ideal candidate profile: If you have drive, ambition and determination, and are looking for a career in tax, advisory or assurance we are what you are looking for.</p>	
<p>Opportunities offered:</p> <ul style="list-style-type: none"> • Graduate Development Programme • Internship • Permanent • Contract • Vacation work • Bursaries • Articles 	<p>How to apply: Online www.pwc.co.za/students</p>	
<p>Website: www.pwc.co.za/students</p>		
<p>Closing date: 30 September 2020</p>		

Company profiles

	
<p>Spoor & Fisher, which specialises in intellectual property (IP) law, is known for attracting lawyers, engineers, scientists, technical experts, IP professionals, and administrative and support staff who are distinctive, dynamic, and forward thinking. After all, IP law is about protecting uniqueness, managing potential and enforcing fairness. It is about safeguarding game-changing software and industry-defining trademarks, managing portfolios of emerging market patents and seeing our clients go on to change the world. We are also Africa's largest specialised IP law firm, with African roots and global reach. Spoor & Fisher's practice area teams specialise in trademarks, patents, registered designs, plant breeders' rights, copyright, domain names, anti-counterfeiting, utility models, commercial IP, consumer and advertising, SMME support, IP audits and due diligence, IP portfolio management and litigation. We work hand-in-hand with corporate clients – from global companies to SMMEs – and we collaborate with legal advisors, agents and inventors who have an interest in our core geographical regions, Africa and the Caribbean.</p>	
<p>Degrees we consider: Science and engineering graduates who have completed their degrees and who would like to pursue a career in patent law. LLB graduates, wanting to build a career in trademarks, copyright or anti-counterfeiting</p>	<p>Ideal candidate profile:</p> <ul style="list-style-type: none"> An interest in IP law is essential, good consistent academic results, excellent communication skills, diligence and drive, a hunger for success, an inquiring mind, proven leadership qualities and commitment to the welfare of others.
<p>Opportunities offered: Graduate Programme</p>	<p>How to apply: Email the following to articles@spoor.com:</p> <ul style="list-style-type: none"> Your CV A copy of your latest academic record A copy of your identity document A copy of your Grade12/Matric certificate A cover letter
<p>Website: https://www.spoor.com/en/careers/</p>	
<p>Closing date: 31 December 2020</p>	

	
<p>Established in the early 1900s, Werksmans Attorneys is a leading South African corporate and commercial law firm serving multinationals, listed companies, financial institutions, entrepreneurs, individuals and government. With a formidable track record in mergers and acquisitions, banking and finance, and commercial litigation and dispute resolution, we are distinguished by the people, clients and work that we attract and retain. Our lawyers constitute a powerful team of independent-minded individuals who share a common passion and service ethos. A strong culture of teamwork and collaboration exists across the diverse skills base of our organisation. The people of Werksmans are invigorated, inspired beings. Our culture is the framework around which we have built our coveted reputation as one of the oldest, most prestigious law firms in Africa. This reputation speaks to the calibre of corporate and commercial lawyers who make up the firm; their peers recognise them as experts in their fields, both locally and abroad.</p>	
<p>Degrees we consider:</p> <ul style="list-style-type: none"> BA Law BCom (Law) LLB 	<p>Ideal candidate profile: Third-year BA/BCom (Law) or second-year LLB</p>
<p>Opportunities offered: Vacation work Articles</p>	<p>How to apply: werksmans.com/graduates/</p>
<p>Website: www.werksmans.com/graduates</p>	
<p>Closing date: 30 September 2020</p>	



ESTATE PLANNING TRUSTS WILLS ESTATES BENEFICIARY FUNDS



THE FIDUCIARY INSTITUTE OF SOUTHERN AFRICA



PEOPLE | PLANET | PROFITS

Q

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

A

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

What must I do?

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

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

2020/21

University of Pretoria Employer Directory

The University of Pretoria Employer Directory is a job search tool exclusively for UP students. The directory alphabetically lists some of the employers interested in recruiting UP students and provides important recruitment information,

such as the opportunities the employer has available, the geographical location(s) of positions, the degrees the employer will consider, closing dates, contact details for enquiries and information on how to apply for a position at the specific company.



Employer Directory

Abbreviations

Academic programmes

Economic and Management Sciences

Acc	Accounting Sciences
ActSci	Actuarial Science
BusSci	Business Science
CA	Chartered Accountant
CIMA	Chartered Institute of Management Accountants
Comm	Communication Management
CompSci	Computer Science
CFA	Chartered Financial Analyst
CTA	Certificate in the Theory of Accounting
Ecos	Economics
Eng	Engineering
FinMan	Financial Management Sciences
FoodSci	Food Science
HR	Human Resource Management
IntAud	Internal Auditing
IntRel	International Relations
IT	Information Technology
Math	Mathematics
MM	Marketing Management
PGDA	Postgraduate Diploma in Accounting
SocSci	Social Science
Stats	Statistics

Engineering, Built Environment and Information Technology

Acc	Accounting Sciences
BIS	Bachelor of Information Science
Comm	Communication Management
CompSci	Computer Science
Ecos	Economics
Eng	Engineering
FoodSci	Food Science
HR	Human Resource Management
IntAud	Internal Auditing
InvMan	Investment Management
IntRel	International Relations
IT	Information Technology
MM	Marketing Management
SocSci	Social Science
Stats	Statistics

Career Services Graduate Guide

Abbreviations

Humanities	
Acc	Accounting Sciences
Ecos	Economics
Eng	Engineering
FoodSci	Food Science
HR	Human Resource Management
IntAud	Internal Auditing
IntRel	International Relations
IT	Information Technology
MM	Marketing Management
SocSci	Social Science
Stats	Statistics
Natural and Agricultural Sciences	
Acc	Accounting Sciences
BusSci	Business Science
CTA	Certificate in the Theory of Accounting
Ecos	Economics
Eng	Engineering
FinMan	Financial Management Sciences
FoodSci	Food Science
HR	Human Resource Management
IntAud	Internal Auditing
IntRel	International Relations
IT	Information Technology
Math	Applied Mathematics (and Mathematics-related degrees)
MM	Marketing Management
PGDA	Postgraduate Diploma in Accounting
SocSci	Social Science
Stats	Statistics
Other	
Information Technology; Computer Science (and related IT degrees)	IT

DISCOVER BCG
EXPLORE CONSULTING
INTERNSHIP
AND FULL-TIME OPPORTUNITIES

Boston Consulting Group partners with leaders in business and society to tackle their most important challenges and capture their greatest opportunities. We offer career opportunities to students from all academic backgrounds. Interested candidates are encouraged to apply via

[TALENT.BCG.COM/APPLY](https://talent.bcg.com/apply)

Faculty of Economic and Management Sciences

Employer Directory

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
Adams & Adams Opening date: All year round Closing date: All year round	Practical vocational training Vacation work Bursaries	LLB BA (Law) BCom (Law)	www.adams.africa/ Zola Williams gradrecruitment@adams.africa 012 432 6000
Auditor-General of South Africa <i>Contracts and articles:</i> 1 March 2020 to 31 October 2020 <i>Bursaries:</i> 1 August 2020 to 15 September 2020	Contract Vacation work Bursaries Articles Other	BCom (Accounting) CA	www.agsa.co.za Laurette Mokoditso tmokoditsoaa@agsa.co.za 012 426 8057
Bain and Company Opening date: 30 May 2020 Closing date: 14 August 2020	Associate consultant Full-time role	BEng, Law, Commerce, Humanities, Sciences	www.bain.com/careers/roles Lebo Mokoena Lebo.Mokoena@Bain.com 060 991 5213
Chartered Accountants Medical Aid Fund Applications: All year round	Vacation work	Accounting	www.camaf.co.za Esmeralda Olivier esmeralda.olivier@camaf.co.za 011 707 8400
Cliffe Dekker Hofmeyr Inc <i>Bursary 2021:</i> Opening date: June 2020 Closing date: 1 September 2020	Vacation work Bursaries Articles	BCom (Law) BA (Law) LLB	www.apply4law.co.za Hlumelo Mtanga hlumelo.mtanga@cddhlegal.com 011 562 1453
Deloitte & Touche Opening date: All applications are already open Closing date: Refer to the Deloitte website	Graduate Development Programme Internship Permanent Contract	Eng, CompSci, ActSci, IT, Math, Finance, Data Science, Stats	www2.deloitte.com/za/en/careers/ students.html?cid Ntsike Mthembu nomthembu@deloitte.co.za 011 209 8678
FirstRand CA Training Programme Opening date: 1 July 2020 Closing date: 30 September 2020	Permanent Contract Vacation work Bursaries	BCom (Hons) Acc, BusSci Acc, CTA and PGDA programme, Math, Stats or Engineering Studies	http://www.my4in1.com Thato Dikgale thato.dikgale@firstrand.co.za 011 282 8637

Employer Directory

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
FirstRand Quants Graduate Programme Opening date: 1 July 2020 Closing date: 30 September 2020	Permanent Contract Vacation work Bursaries	Bcom (Hons) Acc, BusSci Acc, CTA & PDGA programme, AccSci, Math, Stats or Engineering Studies	http://www.mya4in1.com Thato Dikgale thato.dikgale@firstrand.co.za 011 282 8637
Gildenhuis Malatji Inc Closing date: 30 April 2020 (articles 2021) Closing date: 31 May 2020 (Vacation work 2020)	Graduate Programme Vacation work Articles	BA Law, BCom Law LLB	https://www.gminc.co.za/ Karen Burger recruitment@gminc.co.za 012 428 8600
Global Advisors Opening date: 1 February 2020 Closing date: 30 November 2020	Internship Permanent Contract	FinMan, Ecos, Eng, Maths and Stats. An honours or masters degree is preferable but not essential.	www.globaladvisors.biz/appy (http://www.globaladvisors.biz/appy) Asha Ramluggan recruitment@globaladvisors.biz 011 461 6371
Investec Bank Ltd IT Grad Programme application Opening date: 1 June 2020 Closing date: 30 June 2020 (subjects to change)	Graduate development programme Permanent Contract Vacation work Bursaries	All Bachelor Degrees	www.investec.com/en_za/welcome-to-investec/Careers... Dominique Stapelberg dominique.stapelberg@investec.co.za 011 286 7000
IQbusiness Opening date: 1 May 2020 Closing date: 31 August 2020	Graduate Programme	Bcom BEng BSc	https://iqbusiness.net/graduates/ Marcel Komape Mkomape@iqbusiness.net 011 259 4000
KPMG Opening date: 27 February 2020 Closing date: Varies per programme	Graduate Programmes Training Contracts -Articles Vacation work Bursaries	AccSci, CIMA, CFA, IntAud, CompSci, IT	www.joinkpmg.co.za Hameeda Bux hameeda.bux@kpmg.co.za 060 965 4910
Maersk Opening date: 1 January 2020 Closing date: 31 December 2020	Permanent	All degrees	https://www.maersk.com/careers kendyll solomon kendyll.solomon@maersk.com 021 408 6449

Employer Directory

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
LPH Chartered Accountants Inc. Opening date: All year round Closing date: All year round	Vacation work Articles	BComAcc	https://www.lph.co.za/ Caitly Logie Recruitment@lph.co.za / Applications@lph.co.za 021 448 1360
Mervitz & Malan Chartered Accountants Inc Opening date: 1 January 2020 Closing date: 31 December 2020	Graduate development programme Vacation work Articles	BComAcc BComFinMan Post Graduate Dip in AccSci Cert in theory CTA program	www.mervitzmalan.co.za Carl Diedericks info@mervitzmalan.co.za 012 346-3044
Middel & Partners Opening date: 1 October 2020 Closing date: 8 December 2020	SAICA accredited trainee programmes	BCom (Accounting Sciences)	http://www.middel.co.za/careers Bianca Bodenstein bianc@middel.co.za 012 345 1877
MIP Holdings Opening date: All year round Closing date: All year round	Graduate development programme Internship Permanent	All degrees	https://www.mip.co.za/internship.html Chloe Houghting chloeh@mip.co.za 0861 647 647
Moore Pretoria January to December	Graduate development programme Contract Articles	BComAcc FinMan	www.moore-southafrica.com Ester Calitz hr@moorepta.co.za 012 348 7003
Nexia SAB&T Inc Opening date: 1 June 2020 Closing date: 31 July 2020	Permanent Contract Vacation work Articles	BCom AccSci, Bcompt, BCTA, CTA1, CTA2, Hons in Accsci, BCom IA, Btech IA, Hons IA	www.nexia-sabt.co.za Patience Khumalo applications@nexia-sabt.co.za 012 682 8800
Nolands Applications: All year round	Permanent Articles	BACC, BComm Accounting, CA (SA), Bcompt	www.nolands.co.za/careers/trainee-accountant Thameenah Petre thameenahp@nolandscpt.co.za 021 658 6600

Employer Directory

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
<p>Phatshoane Henney Attorneys Candidacy: Opening date: 1 June 2020 Closing date: 31 May 2021 Summer Vacation Programme: Opening date: 1 August 2020 Closing date: 30 October 2020</p>	<p>Vacation work Articles</p>	<p>LL.B, BA Law, BCom Law</p>	<p>www.phfirms.co.za/graduates/login Azola Ndiza tess@phinc.co.za 051 400 4193</p>
<p>PKF South Africa Opening date: 1 January 2020 Closing date: 31 December 2020</p>	<p>Vacation work Articles</p>	<p>BCom Accounting Sciences Postgraduate Diploma (Accounting Sciences)</p>	<p>www.pkfexperience.co.za Brendan Robinson info.pretoria@pkf.co.za 012 809 7000</p>
<p>PWC Opening date: 3 February 2020 Closing date: 30 September 2020</p>	<p>Graduate development programme Internship Permanent Contract Vacation work Bursaries Articles</p>	<p>BEng, CompSci, InfoSci, AccSci, LLB, IntAud, Ecos, InvMan, RiskMan and IT</p>	<p>https://www.pwc.co.za/students Kgaogelo Masemene kgaogelo.masemene@pwc.com 011 797 5794</p>
<p>RBB Economics LLP Opening date: 6 January 2020 Closing date: 4 January 2021</p>	<p>Internship Permanent associate</p>	<p>Economics specific: Qualifications are usually to postgraduate level, preferably with an interest in industrial organisation. We are looking for consultants with a range of quantitative and analytical skills, and the ability to communicate complex economic concepts in a clear concise style.</p>	<p>www.rbbecon.com Crystal Johnson crystal.johnson@rbbecon.com 011 783 1949</p>
<p>SizweNtsalubaGobodo Grant Thornton Pretoria Opening date: 28 Feb 2020 Closing date: 30 October 2020</p>	<p>Internship Permanent Contract Vacation work Bursaries Articles</p>	<p>Bcom Bcompt</p>	<p>www.grantthornton.co.za/Careers/ Students Kim Vlietstra/ Sinethemba Hlongwa Training.Recruitment@sng.gt.com 086 117 6782</p>
<p>STRACHAN & CROUSE Opening date: 1 February 2020 Closing date: 20 November 2020</p>	<p>SAICA Articles</p>	<p>Bcom Accounting Sciences / CTA</p>	<p>www.strachancrouse.co.za Gert Meiring gertm@strachancrouse.co.za 012 430 3420</p>

Career Services Graduate Guide

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
Tigerbrands First phase: 1st March 2020 – 30th April 2020 Second phase: 18th May 2020 – 31st August 2020	Graduate development programme Internship Permanent Bursaries Articles	MM, Acc, Eng, Industrial Psychology/HR, Strategic Comm, FoodSci, Microbiology, Biotechnology	www.tigerbrands.com/careers/opportunities Lerato Mokolo lerato.mokolo@tigerbrands.com 011 840 3897
The Small Enterprise Foundation Opening date: 01 March 2020 Closing date: 31 August 2020	Graduate development programme	University degree or Advanced Diploma in SocSci, BAdmin, Ecos, Bcom, Development Studies, Stats, IntAud, HR, BSc, IntRel and IT.	Email Cover Letter, CV and Academic Transcript to nteseng.modisadife@sef. co.za or HRmanager@sef.co.za For More Information. Please contact 015 307 5837 or visit www.sef.co.za
Torrecid South Africa (Pty) Ltd Opening date: 1 May 2020 Closing date: 15 December 2020	Internships Vacation work	Chemical/Material Sciences and related courses; Finance and related; Human Resources and related courses	http://www.torrecid.com Hiring Manager hrsouthafrica@torrecid.com 011 314 0092/83
Tuffias Sandberg 1st Intake – February 2nd Intake – June	SAICA Training Contract (Articles)	Open to CTA Students and PGDA Students	www.tuffiasandberg.co.za n/a recruitment@tsza.co.za 011 524 9700
Webber Wentzel Scholarship applications open 1 September 2020	Vacation work Articles	BA Law, B.Com Law, LLB	www.webberwentzel.com Nokwazi Sibiyi Nokwazi.Sibiyi@webberwentzel.com 011 530 5000
Werksmans Attorneys Opening date: 1 July 2020 Closing date: 30 September 2020	Vacation Programme 2023 Candidate Attorney Programme	BA Law Bcom Law LLB	https://www.werksmans.com/graduates/ Shesnee Naidoo graduates@werksmans.com 011 535 8000 D41
Willlearn Education Applications: All year round	Graduate development programme Internship Permanent Contract	All Degrees	www.willlearn.com (http://www.willlearn.com) Lin Xu apply@willlearn.com 011 883 1812
Work In China Applications: All year round	Graduate development programme Contract	All degrees	www.workinchina.co.za/info@workinchina.co.za workinchina.co.za Lesego Mphaka lesego.mphaka@workinchina.co.za 012 004 1261

Employer Directory

Faculty of Education

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
Investec Bank Ltd <i>IT Graduate Programme application:</i> Opening date: 1 June 2020 Closing date: 30 June 2020 (subject to change)	Graduate Development Programme Permanent Contract Vacation work Bursaries	All bachelor's degrees	www.investec.com/en_za/welcome-to-investec/Careers... Dominique Stapelberg dominique.stapelberg@investec.co.za 011 286 7000
Maersk Opening date: 1 January 2020 Closing date: 31 December 2020	Permanent	All degrees	www.maersk.com/careers kendyll Solomon kendyllsolomon@maersk.com 021 408 6449
MIP Holdings Applications are always welcome.	Graduate Development Programme Internship Permanent	All degrees	https://www.mip.co.za/internship.html Chloe Houghting chloeh@mip.co.za 086 164 7647
Willlearn Education Applications: All year round	Graduate Development Programme Internship Permanent Contract	All degrees	www.willlearn.com Lin Xu apply@willlearn.com 011 883 1812
Work in China Applications: All year round	Graduate Development Programme Contract	All degrees	www.workinchina.co.za/ info@workinchina.co.za Lesego Mphaka lesego.mphaka@workinchina.co.za 012 004 1261

Employer Directory

Faculty of Engineering, Built Environment and Information Technology

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
Ab Initio Software Ltd Opening date: 1 November 2020 Closing date: 30 November 2020	Permanent	Master's degree in either CompSci or a discipline with heavy emphasis on CompSci, software engineers/developers	Send CV to: Jill Marais SAcareers@abinitio.com 082 779 3925
Azoteq Pty Ltd Opening date: 1 April 2020 Closing date: 31 December 2020	Permanent Vacation work Bursaries	BEng – Electronic Engineering MEng – Electronic Engineering PhD – Electronic Engineering	www.azoteq.com Louisa Havenga louisa.havenga@azoteq.com 012 361 9338
Bain and Company Opening date: 30 May 2020 Closing date: 14 August 2020	Associate consultant Full-time role	BEng, Law, Commerce, Humanities, Sciences	www.bain.com/careers/roles Lebo Mokoena Lebo.Mokoena@Bain.com 060 991 5213
Dariel Software Pty (Ltd) Opening date: 1 April 2020 Closing date: 30 September 2020	Graduate Development Programme	CompSci Computer Engineering	www.dariel.co.za/careers/dariel-graduates Busi Thabethe busi.thabethe@dariel.co.za 011 566 5720
First National Bank Opening date: 2 March 2020 Closing date: 7 August 2020	Graduate Development Programme Vacation work	IT Engineering Actuarial Science Mathematics and Statistics	http://www.fnbgrad.mobi Giselle Ras giselle.ras@fnb.co.za 064 514 6316
FirstRand CA Training Programme Opening date: 1 July 2020 Closing date: 30 September 2020	Permanent Contract Vacation work Bursaries	BCom (Hons) Acc, BusSci Acc, CTA & PDGA programme, AccSci, Math, Stats or Engineering Studies	www.my4in1.com Thato Dikgale thato.dikgale@firstrand.co.za 011 282 8637
FirstRand Quants Graduate Programme Opening date: 1 July 2020 Closing date: 30 September 2020	Permanent Contract Vacation work Bursaries	BCom (Hons) Acc, BusSci Acc, CTA & PDGA programme, AccSci, Math, Stats or Engineering Studies	www.my4in1.com Thato Dikgale thato.dikgale@firstrand.co.za 011 282 8637

Employer Directory

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
Global Advisors Opening date: 1 February 2020 Closing date: 30 November 2020	Internship Permanent Contract	FinMan, Ecos, Eng, Maths and Stats. An honours or master's degree is preferable but not essential	www.globaladvisors.biz/appy Asha Ramluggan recruitment@globaladvisors.biz 011 461 6371
Globetom Opening date: 2 March 2020 Closing date: All year round	Graduate Development Programme Permanent Contract Bursaries	IT CompSci InfoSci BEng or equivalent qualifications	www.globetom.com Marne Meades careers@globetom.com 012 003 0200
Investec Bank Ltd IT Graduate Programme application Opening date: 1 June 2020 Closing date: 30 June 2020 (subject to change)	Graduate Development Programme Permanent Contract Vacation work Bursaries	All bachelor's degrees	www.investec.com/en_za/welcome-to-investec/Careers Dominique Stapelberg dominique.stapelberg@investec.co.za 011 286 7000
IQbusiness Opening date: 1 May 2020 Closing date: 31 August 2020	Graduate Programme	Bcom BEng BSc	https://iqbusiness.net/graduates/ Marcel Komape Mkomape@iqbusiness.net 011 259 4000
K2 Workflow South Africa Pty Ltd Opening date: 1 January 2020 Closing date: 31 December 2020	Graduate development programme Internship Permanent	Computer Science Information Technology	https://www.k2.com/about/careers Merandi Roodie AssociatesSA@k2.com 011 675 1175
Maersk Opening date: 1 January 2020 Closing date: 31 December 2020	Permanent	All degrees	https://www.maersk.com/careers kendylli.solomon kendylli.solomon@maersk.com 021 4086 449
MIP Holdings Applications are always welcome.	Graduate development programme Internship Permanent	All degrees	https://www.mip.co.za/internship.html Chloe Houghting chloeh@mip.co.za 0861 647 647

Employer Directory

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
PwC Opening date: 3 February 2020 Closing date: 30 September 2020	Graduate development programme Internship Permanent Contract Vacation work Bursaries Articles	BEng, CompSci, Information Sciences, AccSci, LLB, IntAud, Ecos, InvMan, Risk Management and IT	https://www.pwc.co.za/students Kgaogelo Masemene kgaogelo.masemene@pwc.com 011 797 5794
Retro Rabbit Enterprise Services Opening date: 13 January 2020 Closing date: 31 November 2020	Permanent	CompSci, IT, BEng, BIS Multimedia, Information Design (BA IDS/IOW), Interaction Design, Comm	https://retorabbit.mcidirecthire.com/external/currentopportunities Clair Roxton jobs@retorabbit.co.za 012 348 7577
Spoor & Fisher Closing date: 31 March 2020 (articles 2021) Closing date: 31 August 2020 (articles 2022) Closing date: 30 April 2020 (Vacation work 2020)	Candidate Attorney Articles 2021 and 2022 Vacation Programme 2020	BSc, LLB and Engineering degrees	www.spoor.com/en/careers Harold Mlalose articles@spoor.com 012 676 1111
Tigerbrands First phase: 1st March 2020 – 30th April 2020 Second phase: 18th May 2020 – 31st August 2020	Graduate development programme Internship Permanent Bursaries Articles	MM, Acc. Eng, Industrial Psychology/HR, Strategic Comm, FoodSci, Microbiology, Biotechnology	www.tigerbrands.com/careers/opportunities Lerato Mokolo lerato.mokolo@tigerbrands.com 0118403897
The Small Enterprise Foundation Opening date: 01 March 2020 Closing date: 31 August 2020	Graduate development programme	University degree or Advanced Diploma in SocSci, BAdmin, Ecos, Bcom, Development Studies, Stats, IntAud, HR, BSc, IntRel and IT.	Email Cover Letter, CV and Academic Transcript to nteseng.modisadife@sef.co.za or HRmanager@sef.co.za For More Information. Please contact 015 307 5837 or visit www.sef.co.za
Torreccid South Africa (Pty) Ltd Opening date: 1 May 2020 Closing date: 15 December 2020	Internships Vacation work	Chemical/Material Sciences and related courses; Finance and related; Human Resources and related courses	http://www.torreccid.com Hiring Manager hrsouthafrica@torreccid.com 011 314 092/83
Willearn Education Applications: All year round	Graduate development programme Internship Permanent Contract	All degrees	www.willearn.com (http://www.willearn.com) Lin Xu apply@willearn.com 011 883 1812
Work in China Applications: All year round	Graduate development programme Contract	All degrees	www.workinchina.co.za/info/workinchina.co.za Lesego Mphaka lesego.mphaka@workinchina.co.za 012 004 1261

Employer Directory

Faculty of Health Sciences

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
Investec Bank Ltd IT Graduate Programme application: Opening date: 1 June 2020 Closing date: 30 June 2020 (subject to change)	Graduate Development Programme Permanent Contract Vacation work Bursaries	All bachelor degrees	www.investec.com/en_za/welcome-to-investec/Careers... Dominique Stapelberg dominique.stapelberg@investec.co.za 011 286 7000
Maersk Opening date: 1 January 2020 Closing date: 31 December 2020	Permanent	All degrees	www.maersk.com/careers Kendyll Solomon kendyll.solomon@maersk.com 021 408 6449
MIP Holdings Applications are always welcome.	Graduate Development Programme Internship Permanent	All degrees	https://www.mip.co.za/internship.html Chloe Houghting chloeh@mip.co.za 086 164 7647
Willlearn Education Applications: All year round	Graduate Development Programme Internship Permanent Contract	All degrees	www.willlearn.com Lin Xu apply@willlearn.com 011 883 1812
Work in China Applications: All year round	Graduate Development Programme Contract	All degrees	www.workinchina.co.za/info@workinchina.co.za Lesego Mphaka lesego.mphaka@workinchina.co.za 012 004 1261

Employer Directory

Faculty of Humanities

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
Adams & Adams Opening date: All year round Closing date: All year round	Practical vocational training Vacation work Bursaries	LLB BA (Law) BCom (Law)	www.adams.africa/ Zola Williams gradrecruitment@adams.africa 012 432 6000
Bain and Company Opening date: 30 May 2020 Closing date: 14 August 2020	Associate consultant Full-time role	BEng, Law, Commerce, Humanities, Sciences	www.bain.com/careers/roles Lebo Mokoena Lebo.Mokoena@Bain.com 060 991 5213
Cliffe Dekker Hofmeyr Inc <i>Bursary 2021:</i> Opening date: June 2020 Closing date: 1 September 2020	Vacation work Bursaries Articles	BCom (Law) BA (Law) LLB	www.apply4law.co.za Hlumelo Mtanga hlumelo.mtanga@cdhlegal.com 011 562 1453
Gildenhuis Malatji Inc Closing date: 30 April 2020 (articles 2021) Closing date: 31 May 2020 (vacation work 2020)	Graduate Programme Vacation work Articles	BA (Law) BCom (Law) LLB	https://www.gminc.co.za/ Karen Burger recruitment@gminc.co.za 012 428 8600
Investec Bank Ltd <i>If Graduate Programme application:</i> Opening date: 1 June 2020 Closing date: 30 June 2020 (subject to change)	Graduate Development Programme Permanent Contract Vacation work Bursaries	All bachelor's degrees	www.investec.com/en_za/welcome-to-investec/Careers... Dominique Stapelberg dominique.stapelberg@investec.co.za 011 286 7000
Maersk Opening date: 1 January 2020 Closing date: 31 December 2020	Permanent	All degrees	https://www.maersk.com/careers kendyll solomon kendyll.solomon@maersk.com 021 408 6449
MIP Holdings Applications are always welcome.	Graduate development programme Internship Permanent	All degrees	https://www.mip.co.za/internship.html Chloe Houghting chloeh@mip.co.za 0861 647 647

Employer Directory

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
Phatshoane Henney Attorneys <i>Candidacy:</i> Opening date: 1 June 2020 Closing date: 31 May 2021 <i>Summer Vacation Programme:</i> Opening date: 1 August 2020 Closing date: 30 October 2020	Vacation work Articles	LLB BA (Law) BCom (Law)	www.phfirmis.co.za/graduates/login Azola Ndiza tes@phinc.co.za 051 400 4193
Tigerbrands First phase: 1 March 2020 – 30 April 2020 Second phase: 18 May 2020 – 31 August 2020	Graduate Development Programme Internship Permanent Bursaries Articles	MM, Acc, Eng, Industrial Psychology/HR, Strategic Communication, FoodSci, Microbiology, Biotechnology	www.tigerbrands.com/careers/opportunities Lerato Mokolo lerato.mokolo@tigerbrands.com 011 840 3897
The Small Enterprise Foundation Opening date: 1 March 2020 Closing date: 31 August 2020	Graduate Development Programme	University degree or advanced diploma in SoSci, BAdmin, Ecos, BCom, Development Studies, Stats, IntAud, HR, BSc, IntRel and IT.	Email cover letter, CV and academic transcript to nteseng.modisadife@sef.co.za or HRmanager@sef.co.za For more information, please contact 015 307 5837 or visit www.sef.co.za
Torrecid South Africa (Pty) Ltd Opening date: 1 May 2020 Closing date: 15 December 2020	Internships Vacation work	Chemical/Material Sciences and related courses, Finance and related, HR and related courses	http://www.torrecid.com Hiring Manager hrsouthafrica@torrecid.com 011 314 0092/783
Webber Wentzel Scholarship applications open 1 September 2020	Vacation work Articles	BA (Law) BCom (Law) LLB	www.webberwentzel.com Nokwazi Sibiyva Nokwazi.Sibiyva@webberwentzel.com 011 530 5000
Werksmans Attorneys Opening date: 1 July 2020 Closing date: 30 September 2020	Vacation Programme 2023 Candidate Attorney Programme	BA (Law) BCom (Law) LLB	werksmans.com/graduates/ Shesnee Naidoo graduates@werksmans.com 011 535 8000 D41
Willearn Education Applications: All year round	Graduate Development Programme Internship Permanent Contract	All degrees	www.willearn.com Lin Xu apply@willearn.com 011 883 1812
Work in China Applications: All year round	Graduate Development Programme Contract	All degrees	www.workinchina.co.za/ info@workinchina.co.za Lesego Mphaka lesego.mphaka@workinchina.co.za 012 004 1261

Employer Directory

Faculty of Law

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
Adams & Adams Opening date: All year round Closing date: All year round	Practical vocational training Vacation work Bursaries	LLB BA (Law) BCom (Law)	www.adams.africa/ Zola Williams gradrecruitment@adams.africa 012 432 6000
Bain and Company Opening date: 30 May 2020 Closing date: 14 August 2020	Associate consultant Full-time role	BEng, Law, Commerce, Humanities, Sciences	www.bain.com/careers/roles Lebo Mokoena Lebo.Mokoena@Bain.com 060 991 5213
Cliffe Dekker Hofmeyr Inc <i>Bursary 2021:</i> Opening date: June 2020 Closing date: 1 September 2020	Vacation work Bursaries Articles	BCom (Law) BA (Law) LLB	www.apply4law.co.za Hlumelo Mtanga hlumelo.mtanga@cdhlegal.com 011 562 1453
ENSAfrica Opening date: Ongoing Closing date: Ongoing	Vacation work Practical vocational training	BA (Law) BCom (Law) LLB	http://www.ensafrica.com Thabang Ratau graduates@ensafrica.com 011 302 3163
Gildenhuis Malatji Inc Closing date: 30 April 2020 (articles 2021) Closing date: 31 May 2020 (vacation work 2020)	Graduate Programme Vacation work Articles	BA (Law) BCom (Law) LLB	https://www.gminc.co.za/ Karen Burger recruitment@gminc.co.za 012 428 8600
Investec Bank Ltd IT Graduate Programme application Opening date: 1 June 2020 Closing date: 30 June 2020 (subject to change)	Graduate Development Programme Permanent Contract Vacation work Bursaries Articles	All bachelor's degrees	www.investec.com/en_za/welcome-to-investec/Careers Dominique Stapelberg dominique.stapelberg@investec.co.za 011 286 7000
Legal Aid South Africa Opening date: All year round Closing date: All year round	Articles	Law	https://legal-aid.co.za Prince Kutama PrinceK@legal-aid.co.za 012 664 2921
Maersk Opening date: 1 January 2020 Closing date: 31 December 2020	Permanent	All degrees	www.maersk.com/careers Kendyll Solomon kendyll.solomon@maersk.com 021 408 6449
MIP Holdings Applications are always welcome.	Graduate Development Programme Internship Permanent	All degrees	www.mip.co.za/internship.html Chloe Houghting chloeh@mip.co.za 086 164 7647

Employer Directory

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
Norton Rose Fulbright Opening date: January 2020 Closing date: December 2021	Candidate attorney articles: 2022 and 2023 Vacation work Bursaries	BCom (Law) LLB LLM	www.nortonrosefulbright.com/en-za/careers Layla Akhalwaya 011 685 8560
Phatshoane Henney Attorneys <i>Candidacy:</i> Opening date: 1 June 2020 Closing date: 31 May 2021 <i>Summer Vacation Programme:</i> Opening date: 1 August 2020 Closing date: 30 October 2020	Vacation work Articles	LLB BA (Law) BCom (Law)	www.phfirms.co.za/graduates/login Azola Ndiza tess@phinc.co.za / 051 400 4193
PwC Opening date: 3 February 2020 Closing date: 30 September 2020	Graduate development programme Internship Permanent Contract Vacation work Bursaries Articles	BEng, CompSci, Information Sciences, AccSci, LLB, IntAud, Ecos, InvMan, Risk Management and IT	https://www.pwc.co.za/students Kgaogelo Masemene kgaogelo.masemene@pwc.com 011 797 5794
Spoor & Fisher Closing date: 31 March 2020 (articles 2021) Closing date: 31 August 2020 (articles 2022) Closing date: 30 April 2020 (Vacation work 2020)	Candidate Attorney Articles 2021 and 2022 Vacation Programme 2020	BSc, LLB and Engineering degrees	www.spoor.com/en/careers Harold Mdialose articles@spoor.com 012 676 1111
VDT Attorneys Inc Closing date: 31 March 2021	Articles	LLB	www.vdt.co.za Brenda Barnard info@vdt.co.za / 012 452 1300
Webber Wentzel Scholarship applications: Opening date: 1 September 2020	Vacation work Articles	BA (Law) BCom (Law) LLB	www.webberwentzel.com Nokwazi Sibiyi Nokwazi.Sibiyi@webberwentzel.com 011 530 5000
Werksmans Attorneys Opening date: 1 July 2020 Closing date: 30 September 2020	Vacation Programme 2023 Candidate Attorney Programme	BA (Law) BCom (Law) LLB	werksmans.com/graduates/ Shesnee Naidoo graduates@werksmans.com 011 535 8000 D41
Willearn Education Applications: All year round	Graduate Development Programme Internship Permanent Contract	All degrees	www.willearn.com Lin Xu / apply@willearn.com 011 883 1812
Work in China Applications: All year round	Graduate Development Programme Contract	All degrees	www.workinchina.co.za/ info@workinchina.co.za Lesego Mphaka lesego.mphaka@workinchina.co.za 012 004 1261

Faculty of Natural and Agricultural Sciences

Employer Directory

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
Bain and Company Opening date: 30 May 2020 Closing date: 14 August 2020	Associate consultant Full-time role	BEng, Law, Commerce, Humanities, Sciences	www.bain.com/careers/roles Lebo Mokoena Lebo.Mokoena@Bain.com 060 991 5213
First National Bank Opening date: 2 March 2020 Closing date: 7 August 2020	Graduate Development Programme Vacation work	IT Engineering Actuarial Science Mathematics and Statistics	http://www.fnbgrad.mobi Giselle Ras giselle.ras@fnb.co.za 064 514 6316
FirstRand CA Training Programme Opening date: 1 July 2020 Closing date: 30 September 2020	Permanent Contract Vacation work Bursaries	BCom (Hons) Acc, BusSci, Acc, CTA and PGDA programme, Math, Stats or Eng	www.my4in1.com Thato Dikgale thato.dikgale@firstrand.co.za 011 282 8637
FirstRand Quants Graduate Programme Opening date: 1 July 2020 Closing date: 30 September 2020	Permanent Contract Vacation work Bursaries	BCom (Hons) Acc, BusSci Acc, CTA and PGDA programme, Math, Stats or Eng	www.my4in1.com Thato Dikgale thato.dikgale@firstrand.co.za 011 282 8637
Global Advisors Opening date: 1 February 2020 Closing date: 30 November 2020	Internship Permanent Contract	FinMan, Ecos, Eng, Math and Stats. An honours or master's degree is preferable, but not essential.	www.globaladvisors.biz/ appy Asha Ramluggan recruitment@globaladvisors.biz 011 461 6371
Investec Bank Ltd IT Graduate Programme application Opening date: 1 June 2020 Closing date: 30 June 2020 (subject to change)	Graduate Development Programme Permanent Contract Vacation work Bursaries	All bachelor's degrees	www.investec.com/en_za/welcome-to-investec/Career Dominique Stapelberg dominique.stapelberg@investec.co.za 011 286 7000
IQBusiness Opening date: 1 May 2020 Closing date: 31 August 2020	Graduate Programme	Bcom BEng BSc	https://iqbusiness.net/graduates/ Marcel Komape Mkomape@iqbusiness.net 011 259 4000
Maersk Opening date: 1 January 2020 Closing date: 31 December 2020	Permanent	All degrees	https://www.maersk.com/careers kendyll solomon kendyll.solomon@maersk.com 021 408 6449

Employer Directory

<p>MIP Holdings Applications are always welcome.</p>	<p>Graduate Development Programme Internship Permanent</p>	<p>All degrees</p>	<p>www.mip.co.za/internship.html Chloe Houghting chloeh@mip.co.za 0861 647 647</p>
<p>Spoor & Fisher Closing date: 31 March 2020 (articles 2021) Closing date: 31 August 2020 (articles 2022) Closing date: 30 April 2020 (vacation work 2020)</p>	<p>Candidate attorney Articles 2021 and 2022 Vacation Programme 2020</p>	<p>BSc, LLB and engineering degrees</p>	<p>www.spoor.com/en/careers Harold Mlalose articles@spoor.com 012 676 1111</p>
<p>Tigerbrands First phase: 1 March 2020 – 30 April 2020 Second phase: 18 May 2020 – 31 August 2020</p>	<p>Graduate Development Programme Internship Permanent Bursaries Articles</p>	<p>MM, Acc. Eng, Industrial Psychology/HR, Strategic Communication, FoodSci, Microbiology, Biotechnology</p>	<p>www.tigerbrands.com/careers/opportunities Lerato Mokolo lerato.mokolo@tigerbrands.com 011 840 3897</p>
<p>The Small Enterprise Foundation Opening date: 1 March 2020 Closing date: 31 August 2020</p>	<p>Graduate Development Programme</p>	<p>University degree or advanced diploma in SocSci, BAdmin, Ecos, BCom, Development Studies, Stats, IntAud, HR, BSc, IntRel and IT.</p>	<p>Email cover letter, CV and academic transcript to nteseng.modisadife@sef.co.za or HRmanager@sef.co.za For more information, please contact 015 307 5837 or visit www.sef.co.za</p>
<p>Torreccid South Africa (Pty) Ltd Opening date: 1 May 2020 Closing date: 15 December 2020</p>	<p>Internships Vacation work</p>	<p>Chemical/material sciences and related courses, finance and related, HR and related courses</p>	<p>http://www.torreccid.com Hiring Manager hrsouthafrica@torreccid.com 011 314 0092/83</p>
<p>Willlearn Education Applications: All year round</p>	<p>Graduate development programme Internship Permanent Contract</p>	<p>All Degrees</p>	<p>www.willlearn.com (http://www.willlearn.com) Lin Xu apply@willlearn.com 011 883 1812</p>
<p>Work In China Applications: All year round</p>	<p>Graduate development programme Contract</p>	<p>All degrees</p>	<p>www.workinchina.co.za/info@workinchina.co.za Lesego Mphaka lesego.mphaka@workinchina.co.za 012 004 1261</p>

Employer Directory

Faculty of Theology

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
Investec Bank Ltd <i>IT Graduate Programme application:</i> Opening date: 1 June 2020 Closing date: 30 June 2020 (subject to change)	Graduate Development Programme Permanent Contract Vacation work Bursaries	All bachelor degrees	www.investec.com/en_za/welcome-to-investec/careers Dominique Stapelberg dominique.stapelberg@investec.co.za 011 286 7000
Maersk Opening date: 1 January 2020 Closing date: 31 December 2020	Permanent	All degrees	www.maersk.com/careers Kendyll Solomon kendyllsolomon@maersk.com 021 408 6449
MIP Holdings Applications are always welcome.	Graduate Development Programme Internship Permanent	All degrees	www.mip.co.za/internship.html Chloe Houghting chloeh@mip.co.za 086 164 7647
Willern Education Applications: All year round	Graduate Development Programme Internship Permanent Contract	All degrees	www.willern.com Lin Xu apply@willern.com 011 883 1812
Work in China Applications: All year round	Graduate Development Programme Contract	All degrees	www.workinchina.co.za/info@workinchina.co.za Lesego Mphaka lesego.mphaka@workinchina.co.za 012 004 1261

Faculty of Veterinary Science

Employer Directory

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
Investec Bank Ltd <i>IT Graduate Programme application:</i> Opening date: 1 June 2020 Closing date: 30 June 2020 (subject to change)	Graduate Development Programme Permanent Contract Vacation work Bursaries	All bachelor degrees	www.investec.com/en_za/welcome-to-investec/Careers. Dominique Stapelberg dominique.stapelberg@investec.co.za 011 286 7000
Maersk Opening date: 1 January 2020 Closing date: 31 December 2020	Permanent	All degrees	www.maersk.com/careers Kendyll Solomon kendyllsolomon@maersk.com 021 408 6449
MIP Holdings Applications are always welcome.	Graduate Development Programme Internship Permanent	All degrees	www.mip.co.za/internship.html Chloe Houghting chloeh@mip.co.za 086 164 7647
Willearn Education Applications: All year round	Graduate Development Programme Internship Permanent Contract	All degrees	www.willearn.com Lin Xu apply@willearn.com 011 883 1812
Work in China Applications: All year round	Graduate Development Programme Contract	All degrees	www.workinchina.co.za/ info@workinchina.co.za Lesego Mphaka lesego.mphaka@workinchina.co.za 012 004 1261



CHARTERED ACCOUNTANTS (SA)
REGISTERED AUDITORS



MAKE YOUR MARK, MAKE A DIFFERENCE

TO ALL CTA AND PGDA STUDENTS
LOOKING FOR A SAICA TRAINING CONTRACT

If you are a dynamic individual with a strong vision for your future and a desire to make a positive impact through your career, you are just what we are looking for.

Visit us at tuffiassandberg.co.za/careers

Tuffias Sandberg is an audit firm committed to service excellence, innovation and integrity with direct access to a global industry network and passionate about developing graduates into confident and competent professionals.

