

# **MASTERING THE UNCOMMON:**

Finding employment in the  
hidden environment



UNIVERSITEIT VAN PRETORIA  
UNIVERSITY OF PRETORIA  
YUNIBESITHI YA PRETORIA

**25/26** Career Services Guide

Make today matter

[www.up.ac.za](http://www.up.ac.za)



# Your future is in good hands.

## Ready to launch your dream career as a CA(SA)?

Kick-start your career to becoming a CA(SA) by joining PKF as a SAICA trainee accountant in 2026 and 2027.


PKF is one of the largest mid-tier accounting networks in the world and in South Africa.

**We want you!**

Visit our website at  
[www.pkf.co.za/careers/training-contracts/](https://www.pkf.co.za/careers/training-contracts/)  
and complete the job application.

Don't miss this opportunity to grow with us!

Find us on

 @pkf\_experience

 PKF Experience





# TABLE OF CONTENTS

iv

About us

x

Career Fair dates

v

Meet the Team

01

Manager's note

vi

Plan your year

03

Tuks Careers

06

Ready for Work Programme

08

UP @ a Glance

13

The hidden job market

19

Hussle UP

20

TuksNovation

25

Mastercard Scholars Program

29

Golden Key

36

Mastering the uncommon

70

Company profiles

85

Company listings

*click on a page number for fast navigation >*



## *Welcome to Career Services*

# ABOUT US



Welcome to Career Services where we will guide you to become more employable while studying towards your qualification.

The Career Services team at the University of Pretoria (UP) is dedicated to support students and graduates as they prepare for their professional journeys - because your success is important to us. Located in the Old Chemistry Building on the Hatfield Campus, the Career Services office provides a welcoming space where students can access expert guidance and resources to help them plan for their careers.

We are committed to help you accomplish your professional goals and wish you every success in your future endeavours. We look forward to engaging with you during our employment-related initiatives and providing the tools you need to begin your career with confidence.


### **Our office offers a range of services, including:**

- Organising career events and fairs.
- Graduate recruitment activities.
- Coordinating job interviews and assessments with employers.
- Delivering personalised employability assistance.
- Conducting virtual workshops to build employability skills.
- Hosting specialist webinars on various career topics.
- Sharing job opportunities through our network.
- Publishing articles focused on ready-for-work strategies and employability best practices.
- A mentorship programme for our final year students.

Let us help you take the next step toward your career aspirations.



# MEET THE TEAM

- 
1. Tando Tyakume - Career Services Manager
  2. Kekeletso Topo - Employability Consultant
  3. Tlou Chelopo - Senior Administrative Assistant
  4. Trevor Mangolela - Employability Consultant
  5. Ineke van der Kruk - Administrative Assistant
  6. Ezekiel Modikoa - Senior Administrative Assistant
  7. Thabane Shokane - Project Coordinator Internships and Graduate Placement
  8. Relebogile Nkomo - Project Coordinator Mentorship
  9. Thembisile Tshabalala - Intern: Mentorship
  10. Muofhe Murudi - Project Coordinator Employability
  11. Candice Nleya - Student Administrative Assistant

# PLAN YOUR YEAR



17 May-28 June	Cooling-off period for all non-academic student activities before and during the examination period
29 May	Lectures end for quarter 2 and semester 1
30 May	Examination preparation day
31 May-19 June	Examinations of first-quarter, second-quarter, and first-semester modules
16 June	South African Official Public Holiday
23-28 June	Supplementary examinations of first-quarter, second-quarter, and first-semester modules
29 June-20 July	July recess
30 June	Last day for submission of supplementary examination marks of first-quarter, second-quarter, and first-semester modules
30 June-12 July	Winter School S0004/24 (Amended)
16 July	1. Closing date submission of final marks for Winter School 2. Closing date submission of final marks for Spring Graduation
21 July	Lectures commence for quarter 3 and semester 2
1 August	Last day of registration for quarters 3 and 4 or semester 2 (No student is permitted to register for a module after the first two weeks of lectures have passed, with the exception of cases that have been approved by the Registrar)
9 August	South African Official Public Holiday
16 August	#ChooseUP Day
18 August	Closing date for amendments or cancellation of modules (quarter 3, 4, and semester 2)
23-30 August plus 6 September	UP Test Week 1 (semester 2 - UG only)

5 September	Lectures end for quarter 3
8 September	Lectures commence for quarter 4
10 September	UP Wellness Day (no lecture day)
11-21 September	September recess
23 September	Wednesday timetable is followed
24 September	South African Official Public Holiday
3 October	International Students' Day
11-18 October plus 25 October	UP Test Week 2 (semester 2 - UG only)
25 October- 6 December	Cooling-off period for all non-academic student activities before and during the examination period
3 November	Friday timetable is followed
6 November	Lectures end for quarter 4, semester 2
7 November	Examination preparation day
8-26 November	Examination of third-quarter, fourth-quarter, second-semester, and year modules
1-6 December	Supplementary examinations of third-quarter, fourth-quarter, second-semester and year modules
6 December	Academic year ends
8 December	Last day for submission of supplementary examination marks of third-quarter, fourth-quarter, second-semester, and year modules
16 December	South African Official Public Holiday
23 December	University closes at 10:00
25 December	South African Official Public Holiday
26 December	South African Official Public Holiday
5 January 2026	2026 Academic year commences



## GRADUATION CEREMONIES 2025

**02 - 29 May**  
Autumn Graduation  
Ceremonies

**01 - 05 September**  
Spring Graduation  
Ceremonies

**10 December**  
Graduation Ceremony for  
LLM in Human Rights





# Navigate your future



General Graduate Program



Engineering & Technology



Bongane Sigauque

**Present:** Student

**Future:** Software Engineer

## If you're ready for the future, we're ready for you.

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

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

# 2025 CAREER FAIR DATES



## ***Law Career Fair***

4 March 2025

## ***Accounting Sciences Career Fair***

5 March 2025

## ***Actuarial Science Career Fair***

6 March 2025

## ***Engineering, Built Environment and IT Career Fair***

13 & 14 May 2025

## ***Veterinary Sciences Career Fair***

16 May 2025

## ***Economic Management Sciences Career Fair***

22 July 2025

## ***Humanities Science Career Fair***

23 July 2025

## ***General Career Fair***

12 August 2025

## ***Theology and Religion Career Fair***

13 August 2025

For more information, please email [careerservices@up.ac.za](mailto:careerservices@up.ac.za)





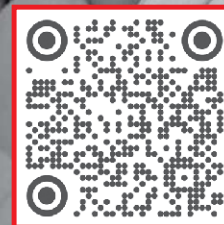
**ALLAN GRAY**  
LONG-TERM INVESTING

# Graduate opportunity: Investment service consultant

**Invest in your career at Allan Gray.**

Are you interested in joining our dynamic team at Allan Gray as an investment service consultant? In this role, you will engage directly with clients, helping them to navigate investment-related queries through various servicing channels. It is the perfect opportunity to apply your academic knowledge, passion for investments and strong communication skills in a real-world setting.

To find out more or apply, scan the QR code.



Allan Gray is an authorised financial services provider.



*Manager's note*

# EMBRACING THE UNCOMMON IN YOUR CAREER JOURNEY



## *Dear Graduates*

As you turn the pages of this year's student graduate handbook, I encourage you to reflect on its central theme: Mastering the uncommon. In today's rapidly evolving job market, where technology reshapes industries and traditional roles are constantly redefined, standing out has never been more crucial.

Mastering the uncommon means embracing your individuality, challenging the status quo, and unlocking your creative potential. It's about identifying what makes you unique and using that to your advantage through innovation, adaptability, and bold career choices. Whether it's solving problems in unconventional ways, forging meaningful connections, or exploring unexpected career paths, this mindset will empower you to carve out your own niche.

We are living in a time when the traditional career ladder is being replaced with a web of dynamic opportunities. Portfolio careers, freelance projects, and side ventures are becoming the norm, not the exception. With this shift comes a greater need for flexibility and a willingness to acquire diverse skills through non-traditional routes such as short courses, certifications, side gigs, and self-guided learning.

In particular, the technology sector is moving away from rigid qualification requirements toward a focus on real-world skills and continuous growth. That means you have more freedom than ever to shape your professional identity, on your terms.

I urge each of you to pursue entrepreneurial thinking and a multidisciplinary skillset. Be curious, stay agile, and commit to lifelong learning. These are the keys not just to survival in the modern workforce—but to thriving in it.

Congratulations on all your accomplishments so far. I'm excited to see how you'll continue to break the mould and embrace your own path. The journey ahead is yours to define.

Best of luck and go boldly.

*Mrs. Tarlto Tyakume*

*Manager: Career Services Office*

“With this shift comes a greater need for flexibility and a willingness to acquire diverse skills through non-traditional routes.



# Unlock your career potential with TuksCareers!

*TuksCareers is an online platform designed to connect our students and graduates with various career opportunities, resources, and career support.*

*It is a centralised hub for student employability, offering tools to help our students navigate their career journey successfully.*



## BENEFITS OF TuksCareers



### JOB OPPORTUNITY LISTINGS

Access to internships, graduate programmes, part-time jobs, on campus job opportunities and full-time positions from reputable employers.



### CAREER RESOURCES

CV templates, interview preparation guides, and articles on career development.



### FINAL YEAR MENTORSHIP PROGRAMME

Final year students get to connect with mentors for personalised guidance and advice.



### PERSONALISED DASHBOARD

Track applications, bookmarks, and tailored opportunities based on your profile.



### SKILLS DEVELOPMENT

Access to training sessions and certification programs to build in-demand skills.



Access **TuksCareers** through your UP student portal or scan the QR code for instant login access.



### CAREER SESSIONS AND EVENTS

Sign up for employability workshops, career fairs, and industry presentations from reputable employers and companies both online and face to face directly through the platform.



### DROP-IN SESSIONS

Get quick career advice during designated drop-in hours without needing an appointment.



### ONE-ON-ONE APPOINTMENTS

Book personalised consultations with career consultants to receive tailored guidance and support on your CV and cover letter, creating a LinkedIn profile, using LinkedIn Learning, the Ready for Work Programme, applying for jobs and practising mock interviews.

*TuksCareers is a one-stop-shop for students looking to advance their careers while leveraging university and professional networks.*



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# Discover Your Future

Work with Top Electronic Brands &  
Thrive in Our Vibrant Community



**Join us at Azoteq** and be part of an innovative team working with top consumer electronic brands. Located in Paarl, Western Cape, our vibrant community offers a perfect blend of tech excitement and natural beauty.

**Discover endless opportunities for growth,** competitive salaries, and a supportive work environment. Visit **[www.azoteq.com](http://www.azoteq.com)** to learn more and apply today.

**Your future starts here!**





**BE  
MORE  
AT BAIN**

Bain & Company is a global consultancy that partners with ambitious change-makers to shape the future. Operating in 65 cities across 40 countries, **we collaborate with clients to drive exceptional results, outpace competitors, and transform industries.** Our 10-year, \$1 billion pro bono commitment channels our expertise into addressing critical challenges in education, racial equity, social justice, economic development, and the environment.

#### **DEGREES WE CONSIDER**

All degree programmes are welcome to apply.

#### **OPPORTUNITIES OFFERED**

Internship • Early Talent Programmes • Permanent

#### **IDEAL CANDIDATE PROFILE**

We recruit intellectually curious, entrepreneurial and problem-solving individuals with strong analytical skills, leadership potential and a demonstrated ability to work effectively in teams.

#### **HOW TO APPLY**

Please visit our website to explore all our exciting opportunities and events and be sure to select your office of choice.

[bain.com/careers](https://bain.com/careers)     



# Are you Ready for Work?

The **Ready for Work** Programme will help you plan your career, prepare you to land the job of your dreams, equip you with skills to navigate the workplace, and help you grow both personally and emotionally.



- Learn, unlearn and relearn for 4IR
- Workplace ethics
- Organisational structures
- Report writing
- Email etiquette
- Office protocol
- Basic conditions of employment
- Global citizenship

# 4

PACKAGE

## YOUR CAREER

This package introduces 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 through the course of your working life.

- Introduction to block-chain technologies
- Impromptu public speaking
- Religious and cultural literacy
- Diversity and discrimination in the workplace
- Privilege, power and intersectionality
- Introduction to artificial intelligence

# 5

PACKAGE

## SPECIALISED TOPICS

This package consists of modules authored by experts across various academic fields. They will introduce you to some areas of professional expertise with which you may not already be familiar.



## Enrol on ClickUP

*by following these steps:*

1. Log in to ClickUP
2. Click on the "*Institution Page*" on the left-side menu
3. Scroll down until you spot "*Free Ready for Work Programme*" then click "*Submit*"

And just like that, the **Ready for Work** module will be waiting with your other modules.

# UP

AT A GLANCE

2024



## AN ENABLING LEARNING ENVIRONMENT

### Offering strong learning support

- **Hybrid teaching and learning model** – prepares students for a workforce increasingly dependent on AI technologies
- **FLY@UP** – ensures students can graduate in minimum time
- **FLYHIGHER@UP** – improves postgraduate success rate
- **Social learning spaces** – mimic real-world work and social environments
- **Interactive spaces** – learning through innovation and technology
- **Connected campuses** – fibre optic connectivity across all campuses
- **Dedicated ECP campus** – the Mamelodi Campus hosts UP's flagship BSc and BCom extended curriculum programmes (ECPs) to set students up for success in the first year of their studies
- **JT Online e-learning platform** – helps high-school learners with free learning content.

### Creating responsible citizens

#### Socially responsible:

UP is the first African university on the global University Social Responsiveness Network and is represented on the Talloires Network, both of which are committed to strengthening the civic roles and social responsibilities of universities.

#### Actively engaged:

24 357 students are involved in community work through 233 modules that support compulsory community work.



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## EXTENSIVE ACADEMIC OFFERING

We offer the widest variety of research and study opportunities in South Africa. In addition, UP is the only SA university ranked in the 2023 World University Rankings for Innovation.

### Vast selection



#### 9 Faculties

Economic and Management Sciences • Education • Engineering, Built Environment and Information Technology • Health Sciences • Humanities • Law • Natural and Agricultural Sciences • Theology and Religion • Veterinary Science



#### 1 Business School

Gordon Institute of Business Science, rated the best in Africa.



#### 43 Research Chairs

Five research chairs focus on 4IR technologies and data integration to solve current and future problems.



#### 82 Research Institutes and Centres

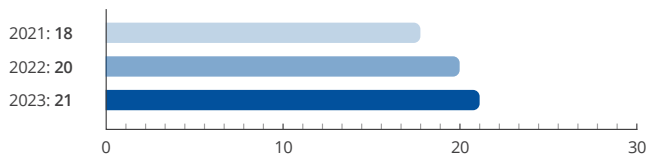
##### New research entities added in 2023:

- Centre for the Advancement of Sustainable Higher Education Futures
- Africa Centre for Tobacco Industry Monitoring and Policy
- Centre for Emerging Arbo and Respiratory Viruses
- Nuclear Medicine Research Institute
- Brain Tumour and Translational Neuroscience Centre
- Maarif Centre for Turkish Studies
- Centre for Environmental Justice in Africa
- African Centre for Biosecurity and Disease Risk Assessment.

## RECOGNISED FOR ACADEMIC EXCELLENCE

### Increasingly, the place to study

UP is among the world's top universities to study 21 subjects according to the 2023 QS World Rankings by Subject.



### Top business training

#### Faculty of Economic and Management Sciences

First faculty of its kind in South Africa and Africa to be accredited by the Association to Advance Collegiate Schools of Business.

#### Gordon Institute of Business Science (GIBS)

Ranked by the UK's *Financial Times* as one of the leading business schools in the world (#32).

### A top-tier traditional university

73%

With the most academic staff who have a PhD

593

With the most NRF-rated researchers

55 845

With the largest number of students enrolled

1<sup>st</sup>

in South Africa for

- Accounting and Finance
- Agriculture and Forestry
- Electrical and Electronic Engineering
- Law
- Mathematics
- Veterinary Science

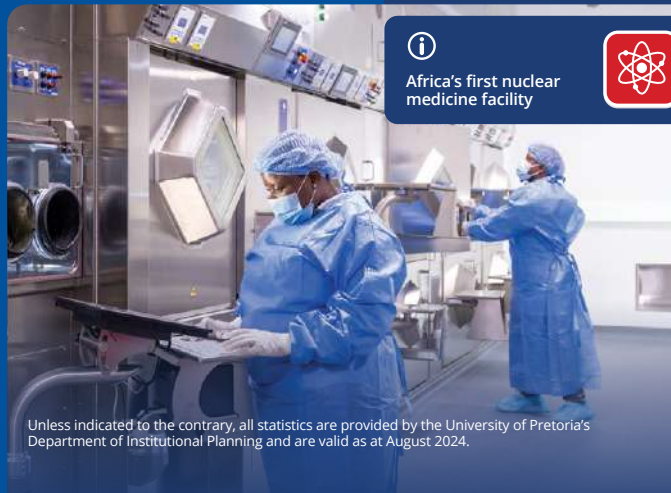
Source:  
2024 THE Subject Rankings  
2024 QS World University Rankings by Subject

2<sup>nd</sup>

in Africa

Ranked as one of the top universities in Africa

Source: 2024 THE Impact Rankings



Africa's first nuclear medicine facility



Unless indicated to the contrary, all statistics are provided by the University of Pretoria's Department of Institutional Planning and are valid as at August 2024.

# LEADER IN AFRICAN RESEARCH

We leverage our reputation as a research-intensive university to build bridges into Africa and across continents in search of solutions to complex local and global challenges.

## Global impact



**8th**  
in the world

Ranking for SDG 1: No Poverty and SDG 8: Decent work and economic growth

UP is rated a global leader in its research on poverty issues and support for poor students, and how well it promotes employment opportunities and drives economic growth.<sup>1</sup>



**42nd**  
in the world for impact

Ranking based on achieving the 17 SDGs

UP's high ranking based on the 17 United Nations Sustainable Development Goals, shows its commitment to creating a sustainable and equitable future for all, through its research, teaching and practices.<sup>1</sup>

## Patently innovative results

Intellectual property activity, 2019 -2023 <sup>5</sup>

**71** New invention disclosures

**25** South African patents granted

**48** International patents granted



**65th**  
in the world for law

UP's Law programme once again achieved the highest ranking in Africa.

This recognition further attests to the standing of UP's Faculty of Law globally.<sup>2</sup>

Source:

<sup>1</sup> 2024 Times Higher Education (THE) Impact Rankings

<sup>2</sup> 2024 THE Subject Rankings

<sup>3</sup> 2024 Quacquarelli Symonds (QS) Sustainability Rankings

<sup>4</sup> 2024 QS World University Rankings

<sup>5</sup> Department of Research and Innovation



## Top 1% of universities globally

Ranked in 14 of the 22 Essential Science Indicator (ESI) fields, and the only university in SA to feature in Economics and Business.

## First for Africa

UP is co-hosting the Future Earth Africa Hub Leadership Centre (2023 to 2026). This is the first hub for the continent and one of a few in the world under Future Earth, a global initiative focused on advancing sustainability science.

## Knowledge without borders



**23rd**  
in the world

Ranking for UP's knowledge exchange

This ranks our efforts to partner in research, share knowledge and spur educational growth.<sup>3</sup>



**26th**  
in the world

Ranking for UP's international research networks

UP's global engagement and its ability to create and sustain research partnerships across borders are highly rated.<sup>4</sup>

## Research focus areas

- Agriculture and Sustainable Food Systems
- Climate Change and Environmental Sustainability
- Data Science and Machine Learning
- Economic Development and Sustainable Futures
- Energy
- Food Nutrition and Well-being
- Genomics
- Heritage Studies
- Inequalities, Social Justice and Human Rights
- One Health
- Smart Cities and Urban Planning
- Water
- Zoonotic Diseases

## Some of our research hubs solve the world's greatest challenges:

- Forestry and Agricultural Biotechnology Institute
- UP Institute for Malaria Control
- Future Africa
- Engineering 4.0
- Innovation Africa@UP
- Javett-UP Art Centre
- The Centre for the Future of Work



## BUILDING CAPACITY FOR AFRICA



UP is building not just a next-generation university. It is also ensuring that the next-generation workforce leaves well-equipped to become active contributors to the economy.

### We shape our students for work

- **Ready for Work** online courses help students prepare for the workplace.
- An **Entrepreneurship Programme** teaches students how to become job creators rather than job seekers.
- A **Mentorship Programme** helps final year students hone their skills for the workplace.
- **Centre for the Future of Work** researches new ways of working to create future-fit graduates.



### Successful mentoring

The UP-Career Services Mentorship Programme was named the Best Mentorship Programme in the 2023 South African Graduates Employers Association (SAGEA) awards.

### Employers rate UP highly

**1<sup>st</sup>**  
in South Africa



**155<sup>th</sup>**  
in the world



According to the 2023 THE World Reputation Rankings for Employer Recognition, we produce graduates who understand the world of work and can make a valuable contribution immediately.

### UP prepares students well

**4<sup>th</sup>**  
in the world for SDG8



The 2023 THE Impact Rankings rates UP's strategy to ensure youth employment and equip students with the skills necessary for the evolving labour market, as world-class.

## SUCCESS IS THE END GOAL

### In the class

**100%**

Pass rate in the 2023 SA Institute of Chartered Accountants ITC

**87%**

Overall university examination pass rate in 2023

### On the sports podium

Through TuksSport we offer 35 sporting codes and have trained Olympic champions and African record-holders.



### Olympic Games Paris 2024 champions

**Tatjana Smith** (TuksSwimming)  
Most decorated South African Olympian – gold and silver in both Tokyo and Paris (above).

**Akani Simbine, Bradley Nkoana and Shaun Maswanganyi** (TuksAthletics) – silver in the 4 x 100m men's relay (above right).

### Olympic Games Paris 2024 Top 8 and Olympic qualifiers

(Finals) **Pieter Coetzee** and **Kaylene Corbett** (TuksSwimming)  
(Finals) **Edmund du Plessis** and **Prudence Sekgodiso** (TuksAthletics)

(Qual) **Erin Gallagher** (TuksSwimming)  
(Qual) **Michaela Whitebooi** (TuksJudo)  
(Qual) **Benjamin Richardson** (TuksAthletics)



# Barloworld CA (SA) Trainee Programme 2026 Intake Now Open!

## Are You Ready To Kickstart Your Career As A Chartered Accountant (SA)?

Barloworld's TOPP Training Programme offers a unique opportunity for aspiring CA(SA) professionals.

As a 3-year, SAICA-accredited programme, it provides comprehensive training to equip you with the skills, knowledge, and exposure needed to qualify as a CA(SA).

### What We Offer:

Hands-on experience across multiple business units and geographies

Rotational exposure to diverse industries and functions

Mentorship from qualified CA professionals

A strong foundation in key areas such as Financial Management, Risk Governance, Taxation, and more

### Key Requirements:

- Certificate in Theory of Accounting (CTA) or Post-Graduate Diploma in Accounting (PGDA)
- Eligible to write the SAICA IAC 2026 January board sitting
- Strong academic background (advantageous)
- Excellent communication, analytical, and problem-solving skills
- Ability to work in teams, manage time effectively, and adapt to change

### Are you:

A potential leader?

Committed to continuous learning?

Ready to make an impact and contribute to future business success?

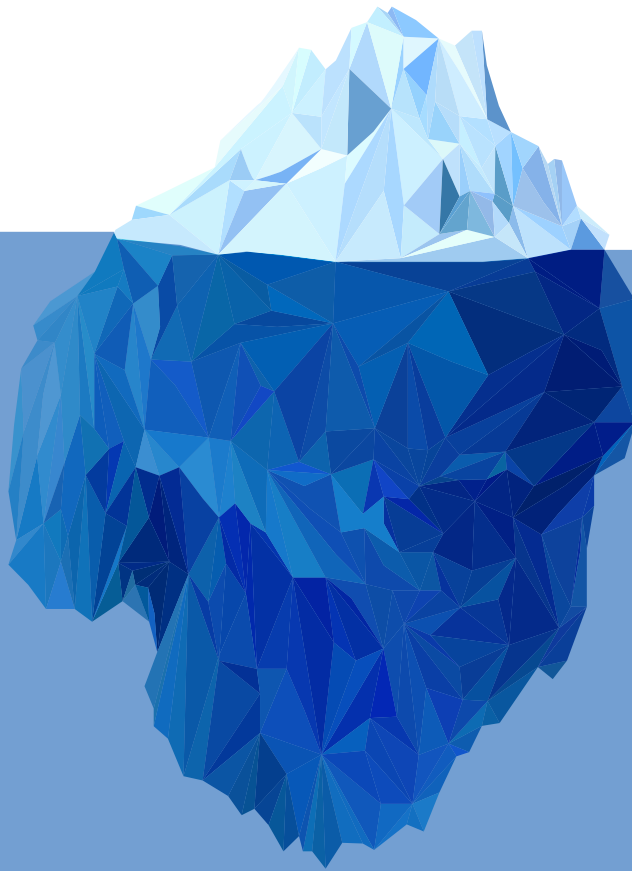
If so, Barloworld wants to hear from you!

[Apply Here](#)



Application Deadline:  
**30 June 2025**





# THE HIDDEN JOB MARKET:

## WHERE THE JOBS ARE HIDING (AND HOW TO CATCH THEM)

As a graduate recruiter for over 20 years, and now as a career coach, this is my advice on finding the opportunities that you, as a student/recent graduate, may not know exist.

You've studied hard, updated your CV, applied to everything you can find online, but every application comes with the usual bad news: "minimum two years' experience required" (for an entry-level role!), or "unfortunately you were unsuccessful, thank you for your application", or "we have no opportunities available right now", or - the worst ... no response at all. It's frustrating, but you are not alone. I speak to students/recent graduates who are experiencing this every day.

**MANY jobs are not advertised at all (my guess is around 70% of roles aren't posted online).** This is known as the 'hidden job market', and if you know how to access it, you can find opportunities you didn't even know existed.

When invited by UP Career Centre to write about this, I was thinking about how to explain it. The hidden job market means jobs that are filled differently from the usual 'click and apply' online process (where an algorithm screens you out and you don't even know if a human even saw your CV). It's jobs young people get by reaching out to people working in the company, networking at campus events, using connections (yes, ask people you know to help you open doors), or contacting the companies directly. These roles may not be on a graduate programme, they might never make it onto a LinkedIn job post or onto their company website.

“While you're competing with hundreds of applicants for an online job post, your fellow graduates are quietly nailing it by doing things differently.



### 1. LET PEOPLE KNOW YOU ARE JOB HUNTING

Don't be shy or worry that you seem desperate. Start with your immediate network (lecturers, classmates, mentors, relatives, friends). You never know who might have a useful connection or tip for you.

Say something like *“Hi, I hope you are well. I'm studying digital marketing and I'm looking for any internships or entry-level roles. Let me know if you hear of anything, or if there's anyone I can chat to about opportunities”*. It's simple, but it gets the ball rolling.



## 2. USE LINKEDIN

A few years back, companies spent time on campus, attending career fairs and recruited via their website (for example, during my time at Lehman Brothers, Fidentia, ABSA and RMB I never posted grad jobs on LinkedIn), but now it's a great place to find a job, so do this:

- **Set up a simple profile** with your photo, studies, and interests without feeling bad that you don't have a lot to add. You're a student - no one has a lot to add to their profile at your level!
- **Connect with professionals** in your field and engage with their content. Clicking like or 'repost' is easy.
- **Follow companies** you'd like to work for, and send connection requests to people who work there. If they don't accept, you can follow them instead.
- **Post** about your academic projects, volunteer work, or what you're learning - or don't post at all. You can have a LinkedIn profile to make sure you're 'searchable' without posting or liking anything.
- **Don't be afraid to message people politely** - you'd be surprised how many are willing to help you, especially if you say "I need help", instead of "I need a job".



## 3. ASK FOR EXPLORATORY INTERVIEWS OR CHATS

It sounds scary, but it's really just a casual chat. Reach out to someone whose career you admire and ask if they'd be open to sharing advice. You may reach out to 30 people to get one exploratory Zoom call, but that's a foot in the door. Try something like this:

*"Hi Sipho, I'm a third-year accounting student and I'm interested in working in audit. I'd love to learn more about your experience at (Company), would you be open to a 15-minute conversation?", or an email which I really love, "Hi Theresa, I'm a fourth-year marketing student, looking for a grad job next year. Are you open to a 15-minute Zoom chat (I'll bring the virtual coffee), to give me your top tip for getting the job".*

You're not asking for a job, you're asking to learn. That often leads to opportunities.



#### 4. ATTEND EVENTS AND MEET-UPS

Career expos, webinars, and networking events (even online ones) are great ways to meet professionals and recruiters. Be present, ask smart questions, and follow up with a message or email afterwards. You can even attach your CV to the email. Stay in the back of their mind. Your name in their inbox could lead to something down the line.



#### 5. VOLUNTEER OR INTERN WHERE YOU CAN

Winter internships, vacation work or even short stints at a company (job shadowing) can make a big difference. It isn't easy to find vacation work, so start reaching out to companies from your first year. Work for free if you have to. It's great experience and can be a foot in the door. Employers love seeing initiative and real-world experience. When screening a CV, I like to see side projects or community work too.



#### 6. EMAIL COMPANIES DIRECTLY

If you like the look of a certain company, don't wait for them to post a vacancy. Find out who their HR or recruitment person is and reach out. Use LinkedIn for this - it's the bomb! Share a bit about who you are, what you're studying, what kind of role you're looking for, and attach your CV. I've hired people over the years who did nothing more than ask.

“Graduating and entering the job market can feel overwhelming, but remember, not all opportunities are on display.”



In closing, I'd like to share a story about an amazing young man from Limpopo, called Ndaedzo. I had him on the RMB winter school, but he was unsuccessful in getting a graduate programme offer. He asked if he could stay in touch, and I encouraged him to. I still have the email I sent him (back in 2011) saying, “Ndaedzo, I'm sorry it didn't work out. You are an extraordinary young man and I still see you working here one day.” He stayed in touch, and one day a manager asked for a ‘temp’ to handle his filing. I phoned Ndaedzo, told him to jump into a taxi and get to Johannesburg to be at work the next morning (he found a friend with a sofa to crash on). He did that, and the random filing job turned into a contract, then into an internship, then he was hired as a graduate, became a successful transactor, and is now the CEO of his own company!

Graduating and entering the job market can feel overwhelming, but remember, not all opportunities are on display. The hidden job market is real, and with the right approach, you can unlock it. Start having those conversations. Put yourself out there. Build your network. Your next opportunity might already be around the corner, you just haven't heard about it yet.

***Good luck. You've got this.***

### **Tracey Ashington**

*Recruitment • Graduate Recruitment  
Talent Management • Career Coaching*

[tracey@traceyashington.com](mailto:tracey@traceyashington.com)  
[www.traceyashington.com](http://www.traceyashington.com)  
[www.traceyashington.com/suits-for-students/](http://www.traceyashington.com/suits-for-students/)



# ENS GRADUATE PROGRAMME.

He who does not seize opportunity  
today, will be unable to seize  
tomorrow's opportunity.

Somali Proverb

Kickstart your journey to success.

To apply scan here or go  
to [ensafrica.com/trainee](https://ensafrica.com/trainee)



ORIGINAL THINKING

*ens.*

# HUSTLE UP: ENCOURAGING STUDENTS TO START SMALL, TEST IDEAS AND LEARN BY DOING

Some of the world's most successful businesses began as side hustles. Global giants like Apple, Facebook and Amazon all started as passion projects. Closer to home, well-known South African brands such as Sorbet, Bathu and Yoko were also born out of side-hustle beginnings.

These businesses did not become success stories overnight. Each one started with someone finding a solution to a problem or spotting a gap in the market – and then seizing that opportunity to build and grow something meaningful.

The Hustle UP initiative is here to help students do the same. It encourages students to start small, test ideas and learn by doing. Whether it's turning a hobby into a side hustle or identifying untapped opportunities, Hustle UP offers hands-on support through workshops, mentorship and pitch opportunities. The goal is to equip students with the mindset, tools and community to think like, and act like entrepreneurs.

Our advice to every graduate is: don't wait for permission to get started. Look around, get curious and take action – even if it is messy. Uncommon paths often begin with a single, bold step.

Opportunity rarely knocks. Sometimes you need to build the door yourself.

***SO HUSTLE UP AND MASTER THE UNCOMMON.***





**TuksNovation**  
ACCELERATING INNOVATION

## **TuksNovation: BREEDING AN ENTREPRENEURIAL CULTURE AT THE UNIVERSITY OF PRETORIA**

At UP students are not just prepared for a career that will take them to the top of their respective fields. They are also encouraged to be innovative thinkers who can identify gaps in the market and develop solutions and unique products that will improve the wellbeing of society. Entrepreneurship is therefore a skill that is nurtured. In this respect, the University's technology business incubator, TuksNovation, plays a crucial role. TuksNovation is firmly aligned with UP's vision of an Entrepreneurial University, whose aim is to introduce

entrepreneurship as a comprehensive offering across campuses inclusive of all the disciplines with any potential linkages in the entrepreneurial process.

Established in 2017 as a non-profit company fully owned by the UP, TuksNovation provides specialised product and business development support to start-ups. It has already produced several success stories in a relatively short period. It supports budding entrepreneurs throughout their growth journeys by assisting them to refine technologies and validate their business models for the relevant markets. It also assists start-ups to commercialise innovative technology into new sustainable enterprises with social and economic impact. The complexity and magnitude of this challenge motivated UP to conclude collaborative partnerships with industry and government to form a true triple helix partnership model that supports innovation and entrepreneurship to contribute to a better future for all. The anchor partnership was with the Department of Small Business Development through its Small Enterprise Development and Finance Agency (SEDFA) and the Technology Innovation Agency (TIA) which supported the TuksNovation Seed Fund.

With seven UP campuses across Pretoria, Johannesburg and Mamelodi, TuksNovation has identified a unique opportunity to

link both township and urban high tech entrepreneurs to markets and resources through our incubation programme.

TuksNovation's good relationships with the City of Tshwane and the Innovation Hub led to participation in the first inter-university innovation challenge since 2020.

The objective of this challenge is to find innovative solutions that can solve some of the problems the metro is facing with regard to transport, revenue collection, waste management, electricity and energy. Ten student start-ups from UP, supported by TuksNovation, were identified as finalists in this competition, and two of the teams emerged as winners in their respective categories. TuksNovation has also been participating in the Entrepreneurship Development in Higher Education (EDHE) Intervarsity Entrepreneurship Challenge.

The Intervarsity Challenge is an annual event led by the Universities South Africa (USAf), aimed at showcasing entrepreneurial opportunities at South Africa's 26 publicly funded universities.

In line with its focus on business launch and growth support, TuksNovation's incubation programme follows a three-stage approach. This entails technology and business model development, business launch and commercialisation, and business growth. However, it is fully aware that every business might be in a different stage in its life cycle, so it tailors its support to match each individual start-up's specific needs.

## REACH OUT TO US

**Mr Phindile Tshabangu, Centre Manager**

[phindile@tuksnovation.co.za](mailto:phindile@tuksnovation.co.za)

[www.tuksnovation.co.za](http://www.tuksnovation.co.za)

14<sup>th</sup> Floor Humanities Building  
Hatfield Campus

## CASE STUDIES

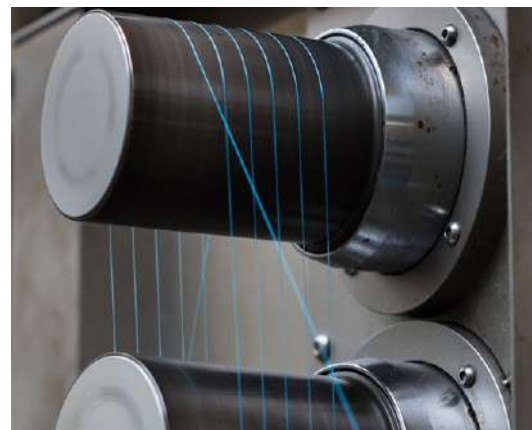
TuksNovation has already supported several start-ups in the engineering, built environment and information technology fields that have successfully gone on to commercialise their innovations.





## TuksNovation SUPPORTS THE FIGHT AGAINST MALARIA

**African Applied Chemical (AAC)** is a pioneering biotechnology enterprise, strategically located at the Innovation Hub in Pretoria. Our core expertise lies in the production of high-value products, all stemming from the exclusive Bi-Ko™ slow-release technology, a patent held by the University of Pretoria in South Africa and ARIPO countries. As a technology business incubator, TuksNovation provide specialised product and business development support to startups like AAC.





AAC takes pride in its exclusive licensing of this ground-breaking technology, an outcome of successful collaborative efforts involving the Department of Chemical Engineering, the School of Health Systems and Public Health under the University of Pretoria Institute for Sustainable Malaria Control (UPISMC), and the Institute for Polymer Research in Germany. The Bi-Ko™ technology is aimed at slowly releasing high-value actives to prolong their residual effectiveness and reduce the overall cost of their use in practical applications.



## "NEXT GENERATION" LONG-LASTING INSECTICIDE NET (LLIN)

AAC has developed a technology Betacyfluthrin/Nootkatone/ Piperonyl Butoxide-infused mosquito net. The synergist Piperonyl Butoxide (a non-toxic active) and Nootkatone (natural insecticide), have been incorporated into the LLIN product.

## LONG-LASTING INSECT REPELLENT TEXTILE-BASED PRODUCTS

Our blended textile yarns are designed for long lasting insect repellent consumer textiles that have a soft feel to the skin and are ideal for knit or woven clothing.

## START | 2026 PROGRAMMES

---

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



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

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

**Applications for 2026 are open!**

---

[www.start.firstrand.co.za](http://www.start.firstrand.co.za)



**Aldermore**

ASHBURTON  
INVESTMENTS





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UNIVERSITY OF PRETORIA  
YUNIBESITHI YA PRETORIA

## Scholars Program

**Mastercard Foundation Scholars  
launch creativity and innovation  
at the first Entrepreneurship  
Bootcamp 2025**

*by Jacky Tshokwe*





UP's Mastercard Foundation Scholars Program hosted its first Entrepreneurship Bootcamp on 4 and 5 April 2025 at the Digital Capability Lab on Hatfield Campus, a dynamic space that became a hive of creativity, collaboration, and innovation over two impactful days.

The bootcamp was designed to equip Scholars with entrepreneurial thinking and practical problem-solving skills through immersive, hands-on activities. With a fresh and engaging approach, the event focused not only on understanding entrepreneurship concepts but also on applying them in fun and challenging group settings.

### **Day 1: Laying the foundation**

Day one kicked off with a warm welcome, registration, and coffee as Scholars gathered with eager anticipation. The session opened with an energising ice-breaker and introductions led by Lennox Wasara, setting the tone for an atmosphere of openness and teamwork.

Participants were then taken through interactive sessions on:

- Introduction to entrepreneurial creativity
- Group dynamics and problem-solving
- The role of creativity in addressing real-world challenges

The facilitators skilfully guided the Scholars in thinking beyond conventional frameworks, encouraging bold ideas and collaborative exploration. Following a networking lunch, the afternoon sessions built on the morning's momentum with a practical dive into group activities and a creative problem-solving exercise. The day closed with inspiring words from Prof Alex Antonites and Mr Tony Oche, who emphasised the importance of curiosity, resilience, and taking initiative as cornerstones of entrepreneurship.

### **Day 2: From concepts to creation**

The second day pushed the boundaries of innovation even further. After a prompt start and a quick recap, Scholars were grouped into teams and introduced to a unique challenge: designing a board game that teaches and simulates entrepreneurial concepts.

Through this exercise, Scholars worked intensively to turn abstract ideas into tangible, playable games, learning through doing. The process encouraged critical thinking, communication, planning, and execution, all while deepening their understanding of entrepreneurial principles in a fun and memorable way.

The morning culminated in group presentations of the developed board games, followed by constructive feedback from facilitators. Each group's creativity and effort were acknowledged, with facilitators praising the diversity of concepts and depth of insight demonstrated in such a short time.

The event wrapped up with final reflections, the announcement of upcoming opportunities, and closing remarks delivered by Lennox Wasara, who thanked the Scholars for their enthusiasm and commitment. A celebratory group photo and lunch concluded what had been an energising and enlightening experience for all involved.

[www.up.ac.za/mastercard-foundation-scholars-program](http://www.up.ac.za/mastercard-foundation-scholars-program)



# Your Story, Our Journey: Growing and belonging together at Absa



Absa Group Limited incorporated in South Africa. Reg No 1986/003934/06

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

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

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

**@Absa your story Matters**

**Your story matters**



# Your Story, Our Journey: Growing and belonging together at Absa

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**@Absa your story Matters**

Your story matters





# GOLDEN KEY: UNLOCKING DOORS WITH THE POWER OF YOUR MARKS

Let's be honest - university life isn't easy. Between 8 am lectures, surprise group projects, and the never-ending struggle to find Wi-Fi on Campus, aiming for top grades can feel like running a marathon with bricks in your backpack. But here's the thing: at UP, those marks matter. They're not just numbers on a transcript - they're keys. And some of them? They unlock golden doors.

We're talking about the Golden Key International Honour Society - an elite, global academic society that recognises the top 15% of university students across the world. Yes, the world. From Australia to Argentina, from UP to the US, Golden Key is opening doors for students who dare to push for excellence. And the best part? You don't need to be perfect. You just need to aim high, work smart, and believe that the hustle is worth it.

At UP, your grades are more than a ticket to graduation. They're a signal - to bursaries, employers, and opportunities - that you've got what it takes. And trust us, being a part of Golden Key puts a spotlight on that signal. We've seen and heard first-hand how some companies actively seek Golden Key members for internships and positions. It's not just a nice-to-have; in some cases, it's a requirement.



Why? Because being in Golden Key isn't just about academics. It's about leadership, service, and ambition. It shows that you're the kind of student who takes initiative, who gives back, who grows beyond the classroom. Employers notice that. Graduate programmes value that. Scholarships fund that.

**So how do real students do it? Here's what three UP Golden Key members had to say about how they earned their spot in this prestigious society:**

**THANDO NGOMANE**

"The recipe for achieving your goals consists of diligence, drive, discipline, and sacrifice. It directed my path to Golden Key."

**DOMINEQUE RAYSON**

"I surprised myself getting a Golden Key invitation based on my degree.

At a point, I doubted myself but realised I could succeed in anything I put my mind to. In the end I made a point to have shining marks before I switched to a degree I truly loved, so I never questioned my abilities."

**KEABETSWÉ MOGOTLHOANE**

"When I arrived at the Hatfield Campus, I noticed the large class size and felt motivated to distinguish myself among my peers by setting ambitious academic goals. Although

I am naturally shy, I proactively sought help from tutors during their consultation hours, which turned out to be very helpful."

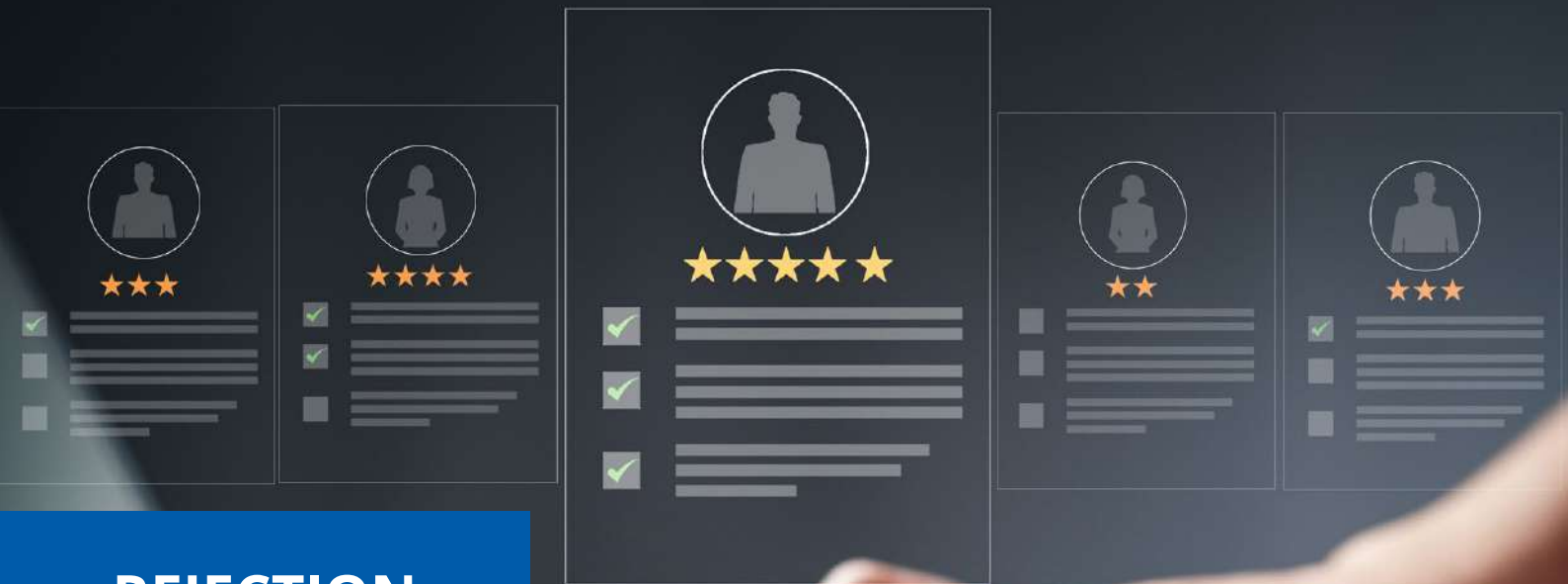
And the experience? It's something else. From networking events and leadership summits to community service and collaborations, Golden Key members don't just collect certificates - they collect memories, skills, and connections that last well beyond their time at university.

So, if you're a student who is juggling deadlines, surviving test weeks, and pushing through the late-night study, this is your reminder that it pays off. Your marks can open global networks, leadership opportunities, and real-life career advantages.

Golden Key is more than just an achievement. It's a launch pad. And it all starts with that decision: to aim just a little higher.

**By Sen Kyarkanaye, Golden Key Chairperson 2024/2025**





# REJECTION- PROOF YOURSELF

*How to deal with job rejection and build resilience as you navigate the job search journey.*

Research suggests that in South Africa it may take graduates an average of nine job applications to secure employment. However, some sources indicate that it can take a 100 to more than 200 applications for some candidates, depending on the field and specific circumstances. This implies that dealing with job rejection is a common problem that graduates must overcome in order to successfully navigate the job search process. Whether you have received multiple explicit 'rejection emails' after being invited for an interview or you were 'ghosted' by not hearing back from companies after applying, job rejection in all possible shapes and forms can be challenging to deal with on a practical and emotional level.

Job rejection can lead to feelings of disappointment, sadness, frustration, anxiety, as well as self-doubt and low self-esteem. Most importantly, job rejection can take a toll on our mental health and well-being. The good news is that we can 'rejection-proof' ourselves by learning and applying relevant coping skills that enhance our resilience and mental health when dealing with job rejection. Explore the coping skills and tips below and implement those that are relevant to you.



## 1. IDENTIFY, VALIDATE AND EXPRESS EMOTIONS

Remind yourself that your emotions are valid and understandable based on the situation. Identify and validate your emotions. Give yourself permission to feel the emotions for a reasonable amount of time, identify specific emotions you may be dealing with and express your emotions to trusted loved ones who are skilled at providing emotional support. Mindfulness techniques such as journaling are also helpful in understanding, expressing and navigating the various emotions that may present.



## 2. REFRAME YOUR THOUGHTS AND CULTIVATE A GROWTH MINDSET

After being rejected, it can be easy to internalise failure by resorting to negative thinking. These thoughts may include "I am not good enough," or "I won't be able to find a job". Our thoughts are not facts – they are just our thoughts. We can replace negative, unrealistic or irrational thoughts with more realistic, rational, constructive thoughts. "This job was not the right fit for me, but what can I learn from this experience to improve myself for the future?" is an example of a thought pattern consistent with a growth mindset.



### 3. VIEW REJECTION AS PART OF THE JOB-SEEKING PROCESS

Prepare yourself mentally and emotionally by reminding yourself that rejection is a normal part of the job-seeking process. Remind yourself that it is not a sign of failure but of redirection and progress. It means that you can intentionally move on to the next potential job application or interview that may be more suited to your qualifications and skill set.



### 4. REFLECT, IMPROVE AND IMPLEMENT

Rejection is a chance to reflect and take stock of the progress made thus far. This process may include reviewing your CV, dress code, cover letter, how you performed in the interview and other factors directly under your control. After reflection, note what can be improved and then implement these changes.



### 5. REASSESS CAREER GOALS AND ASPIRATIONS

Rejection is an opportunity to reflect on your career path. Ask yourself, "Am I applying for jobs that match my strengths, interests and skills?" The career development process provides an overview of an individual's personality, values, interests and skills. It allows one to make informed career decisions, set clear goals that give direction, and build confidence for the future. Consider career counselling to assist you with this process.



### 6. FUEL YOUR FUTURE BY INVESTING IN DAILY MENTAL HEALTH-ENHANCING HABITS

You can reach your future career goals by creating healthy daily habits now, in the present. These daily habits include getting sufficient sleep, healthy nutrition, sufficient hydration, engaging in regular physical activity and setting time for rest and relaxation. Reaching out to important support systems can also boost our mental health as well as having a constructive daily routine. A constructive daily routine can promote autonomy, competence and a sense of purpose.

“Follow your dreams, believe in yourself and don't give up.”

- Rachel Corrie

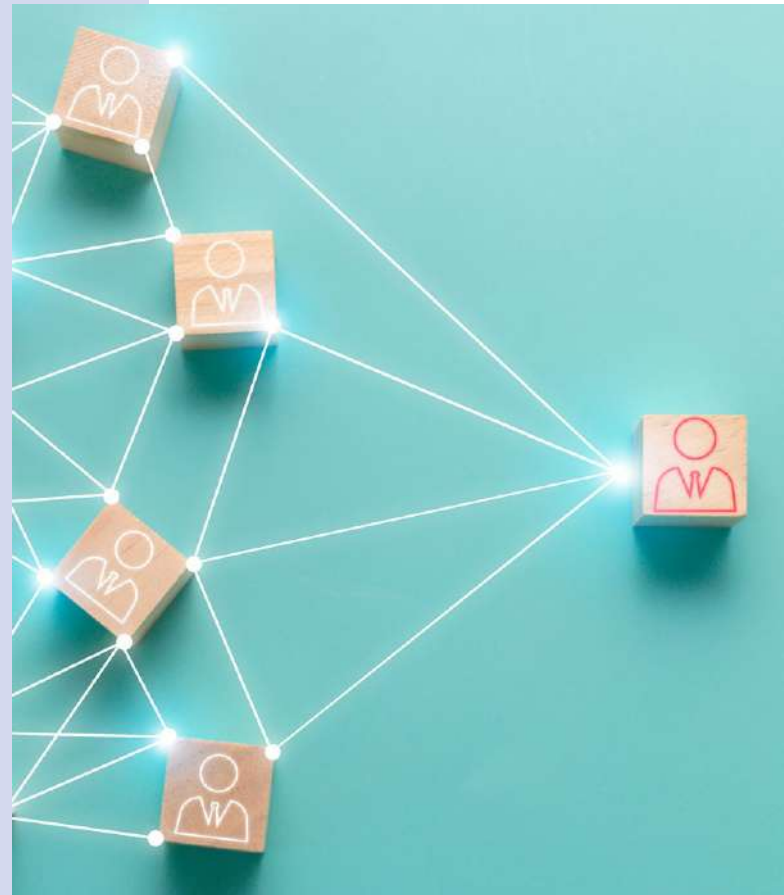


The Student Counselling Unit at UP wishes you resilience, determination and success with your job-seeking endeavours.

**Contribution by Ms Ruqayya Seedat (Snr Counselling Psychologist) and Ms Malissa Mariens (Registered Counsellor) at the Student Counselling Unit, UP.**

The Student Counselling Unit is located in the Student Centre.

Contact us at [studentcounselling@up.ac.za](mailto:studentcounselling@up.ac.za) or 012 420 2333.





Choosing to enter the world of management consulting directly after university has been a fulfilling yet exhilarating journey, and doing so at the leading global consultancy Kearney has truly made it an extraordinary experience.

I felt the supportive culture of Kearney from the very beginning, starting with my recruitment process. With ample time to prepare for interviews, being allocated a buddy from the firm to help with any questions I had, and consistently receiving feedback after every interview on how to improve, the recruitment team really went the extra mile in setting me up for success. Their unwavering support and encouragement played a crucial role in landing me that dream offer!

In my first year, this supportive culture at the firm helped me perform at my best. Starting my business analyst journey with an immersive week of training in Dubai was an exciting way to ease any anxiety I had. New joiners from across the region were upskilled in core consulting toolkit skills, from working proficiently in PowerPoint and Excel to workshopping how to deliver impactful presentations and effectively engage with clients. Supplementing this with everyday hands-on learning on the job really shows how my growth and development as a consultant is always a priority for the firm.

Over the past year, I've had the opportunity to work on a diverse array of engagements. This includes solving complex client challenges through projects and drafting proposals that showcase our value-add and impact to our clients, as well as contributing to articles that unpack topics most pressing in business today.

Working in diverse industries is one of my key reasons for joining consulting, and I'm grateful that thus far I've had the opportunity to work across various sectors, including financial services, oil and gas, banking, gaming, transportation, utilities, mining, and energy. The beauty of this diversity is that it constantly challenges you to solve new problems and add value to our clients. Each day brings new opportunities to learn and drive impact, making the work both exciting and rewarding.

Beyond client work, Kearney offers opportunities to engage in various other exciting endeavors such as affinity network initiatives. Examples include Khula, which champions our sustainability and social impact contributions; PROUD, which supports LGBTQIA+ employees and allies at the firm; and EnAble, which promotes inclusivity for people with disabilities. Contributing to these initiatives not only broadens your professional skills but also allows you to contribute to meaningful causes.

Considering the amazing benefits of local and international travel, meeting incredible new people at the firm, and a rewarding career trajectory, my key highlight has been working on impactful projects of national importance. The fact that a 23-year-old, straight out of university, could make such a meaningful contribution to high-profile projects in our industry is what makes Kearney stand out as an employer of choice.



#### **Super case competition**

Applications close 31 July 2025.



#### **Women's Network event**

Applications close 30 June 2025.



#### **Business analyst (full-time)**

Applications close 31 August 2025.

To learn more about our opportunities, please visit [kearney.com/careers](https://kearney.com/careers).

# KEARNEY



# **MASTERING THE UNCOMMON**





## BEAT TECH AT ITS OWN GAME

The increasingly internet-based world we live in continues to permeate into spheres of our lives never thought possible before recruitment and talent acquisitions. Basically, employers and recruiters alike are relying more and more on new technological advancements in their hiring processes. Gone are the days of hardcopy resumes and standing in long lines to submit your CV for a job application, nor recruiters spending hours sifting through mountains of documents searching for the right candidate. This, understandably, has brought both confusion and fear to job seekers in how they will adapt to these ever-evolving trends and if they possess the necessary attributes to manoeuvre these systems or if they are doomed to be overlooked and replaced by automation.

It is undeniable, we have to embrace technology in order to have a competitive edge in this ever-growing global job market but how do you ensure that you stand out in the increasingly tech savvy job market how do you beat tech at its own game? It is all about allowing tech work for you. From maximising the use of job sites, to optimising your online presence and job application resources such as CVs and cover letters to meet today's technological demands, you too can land your life-long dream job that is fulfilling.

***LET US SHOW YOU HOW!***

## BEAT THE BOTS: OPTIMISING YOUR CV FOR ATS

Picture this: you are a University of Pretoria graduate eager to enter the world of work. You have been preparing for this moment for the past 3 years of your degree or longer. You have your perfect CV filled with all your relevant work experiences, achievements and leadership positions from which you gained your skills and core competencies to make you the ideal candidate for your dream job. But alas, after countless applications submitted, no company seems to want you. Frustrated, you want to figure out why you are not being considered for roles you clearly qualify for. You pick up the phone and call one of the last recruiters you submitted your CV to and to your shock they confess we never even read your CV.

Unfortunately, this is an all-too-common reality for millions of job seekers. The rise of technology in recruitment has introduced the recruiter's best friend - the Application Tracking System (ATS), a software that filters job applications for recruiters based on set criteria. Think of it as a gatekeeper: it only allows CVs that meet the job requirements the recruiter set in the job description to succeed while discarding the applications that don't. This means that if your CV is not optimised for the ATS it will be rejected automatically without a recruiter even reading it. Furthermore, these systems have become sophisticated and capable of detecting AI-generated content, such as CVs created using tools like ChatGPT leading to automatic rejection.

To avoid falling victim to this automated filtering, it is important to ensure your CV is optimised with the right keywords. ATS scans for specific terms that match the job description, making it crucial to incorporate relevant industry language and key skills. By doing so, you not only increase your chances of passing the ATS screening but also demonstrate that you understand the role's requirements and are a strong fit for the position. Strategically placed keywords can also highlight your achievements, making your past successes stand out. Additionally, optimising your LinkedIn profile with the same keywords boosts your online visibility, helping connect you with recruiters and potential employers. Tailoring your CV and profile with the right keywords is a key step in navigating today's tech-driven job market.



Here's how to create an ATS-friendly CV in 3 simple steps:

## STEP 1

### IDENTIFY THE JOB TITLE

The first step is to identify and include the job title for the role you are applying for in your CV. It has been found that applicants' CV's that have the job title in their headline or professional profiles have been called for interviews 3.5 more times than those that do not.

This is because recruiters will programme the ATS to look for the exact word/s in the applicants' CV to select qualifying candidates. The best place to include the job title is in your headline or professional profile.

If you are in the process of changing careers, you will have to be more creative when including the job title in your CV's headline or professional profile.

## STEP 2

### IDENTIFY THE ESSENTIAL KEYWORDS

Carefully read the job description to highlight and add as many of the skills or keywords that are mentioned most frequently to your CV. Write them exactly as they are written in the description.

Do not lie – only include skills you actually possess. The key is to copy the same language the recruiter used in the job description into your CV.

Under the 'work experience' heading in your CV, do not begin your bullet points outlining your duties and responsibilities with 'responsible for' but rather always use action verbs such as 'managed' or 'developed' to help the ATS understand your accomplishments better.

## STEP 3

### FORMAT YOUR CV CORRECTLY

If the ATS has a difficult time reading the information on your CV you will not get an interview. Make sure your CV is formatted correctly.

Start with a clear and well-organised layout that includes a professional summary at the top and followed by important sections such as education and work experience. Avoid creative or unconventional headings.

Always remember to proofread for formatting, grammar and spelling errors before submitting your CV for an application.

If you are still not confident about your CV being ATS friendly, employ the use of online tools such as Jobscan's ATS friendly templates or CV scanners to analyse your CV against the job description and recommend formatting errors that could be rectified for a trip through the ATS.

## SEARCHING FOR THE RIGHT JOB: EXPLORING HIDDEN JOB OPPORTUNITIES

The digital age has made job hunting more complex as traditional methods are no longer sufficient to secure your dream job. Not all job openings are advertised publicly. To uncover hidden opportunities, explore company social media profiles, online forums, and virtual networking events. Taking a proactive approach in these spaces can lead you to exclusive, unlisted positions, giving you an edge in the competitive job market. This strategy requires you to reach out to companies, it emphasises focus, motivation and leveraging internal connections to cut through the crowd. By limiting your target companies and using tools like LinkedIn, you can streamline your job-hunting effort and increase your chances of landing your dream job.

01

### CREATE A COMPANY WISH LIST

The key to making progress in your job search is by applying limits to yourself and focusing your search. Start by making a company wish list.

02

### FIND CONNECTIONS

Within your list of potential companies, you need to find potential connections within the company. Utilise LinkedIn to search for these connections. Aim for at least two contacts per company. Target recruiters.

03

### SEARCHING THROUGH JOB WEBSITES

Once your list of companies is compiled along with connections in each company has been identified, it is time to check for job listings on job search platforms to see if any of your preferred companies have open job vacancies. Stick to your list of 40 companies. Prioritise the companies with more job listings.

04

### REACH OUT

Once you have a clear list of target employers and identified potential contacts, reaching out to your network is a crucial step in this strategy. Whether you choose LinkedIn or email to reach out, your approach should be professional and personalised.

05

### DRAFT A COMPELLING OUTREACH MESSAGE

- Keep your message brief, around 75 words.
- Avoid mentioning job hunting right away; instead, establish a connection, such as a shared interest between you and the company.
- Ask a simple, direct question, like whether the person is available for a quick chat about their role.
- Tailor the message to focus on their work, not yours, to make them feel valued and more likely to respond.



# SUCCESS STORIES



## NADINE RAMARUMO

*“Career Services helped me unlock an opportunity that didn’t even exist yet”*

“I completed my BAdmin in Public Management and International Relations and currently work as a Research Assistant at the High Commission of the Republic of Singapore in Pretoria. What’s unique about how I got this role is that there wasn’t even a job advertised—I simply took the initiative to submit my CV. That decision changed everything.

That leap of faith taught me the importance of being proactive. In today’s competitive environment, you can’t always wait for the ‘perfect opportunity’—sometimes you have to create it.

Since this was my very first formal interview, I contacted Career Services for support. They were incredibly helpful and professional. Their encouragement and practical advice gave me the clarity and confidence I needed to face the interview with calmness and assurance.

The mock interview session with Kekeletso was a game-changer. She simulated the interview experience and shared valuable strategies for answering questions thoughtfully and strategically. That experience helped me feel more prepared than I could have imagined.

I also attended career fairs and workshops offered by Career Services. These platforms opened my eyes to what’s out there and how to approach it.

To anyone still considering whether to make use of Career Services—I highly recommend it. They are here to support you in more ways than you realise. You have nothing to lose and everything to gain.”



## OARABILE MASHIGO

*“Although I didn’t end up being a lawyer, I get to make an impact in society through satire – and that’s a gift Tuks helped me unwrap.”*

“I was born and raised in Pretoria and am a proud graduate of UP. I completed my BA Law in 2020, but due to financial constraints, I had to take a break from my studies the following year. That break became a year of growth – I worked hard to raise funds and returned to Tuks to pursue my LLB.

In my final year, I moved into Tuks Village and started creating TikTok videos during my study breaks. I began a page where I explained campus news using satire – light-hearted, fun, and relatable. It started as a way to unwind but quickly grew into something bigger. Thanks to the skills I developed at UP – especially in writing, editing, and communication – I was able to grow my following to over 100,000.

That exposure led to an incredible opportunity: I was approached by Dan Corder and eNCA to join *The Dan Corder Show*. Now, every Monday, I get to speak to thousands of South Africans as a correspondent, using humour and satire to break down current affairs.

I often think back to those 7:30 AM lectures where people said Tuks is a microcosm of society. They were right. The people I met and experiences I had helped shape the comedian and creator I’ve become.

While I didn’t become a lawyer, I’m honoured to make an impact through satire – and it all started at the University of Pretoria.”



## PRETTY NGOBENI

***"You have nothing to lose, but so much more to gain!"***

"My name is Pretty Ngobeni, a 25-year-old woman from a small village called Mavele in Tzaneen. I hold both a BA Law and LLB degree from the University of Pretoria, and I'm currently pursuing my LLM in Banking Law while working as an Academic Associate in the Department of Private Law at UP. I made use of the mock interview service offered by Career Services. My experience was excellent and insightful—I felt fully supported and encouraged to grow. Kekeletso, who facilitated my session, created such a friendly and relaxed environment that I immediately felt at ease. It was a safe space where I could be myself and learn freely.

Thanks to that mock interview, I walked into my real-world interview confident and well-prepared. I was able to express myself clearly, answer questions with purpose, and showcase that I knew what I was talking about. The experience helped me secure a spot in the next stage of the recruitment process.

For anyone reading this who hasn't used Career Services yet—do it! The support is there to make sure we don't just leave UP with degrees, but with the confidence and skills to thrive in the workplace. The services are free, accessible, and incredibly valuable. You'll be so glad you made use of them. I know I am!"



## TIISETSO SATHEKGE

*“Career Services was the hero I never knew I needed”*

“After completing my BCom degree in 2023, I decided it was time to gain relevant work experience while continuing my accounting studies. But as I prepared for internship interviews, I realised I needed help navigating the process—especially as someone who identifies as an introvert.

That’s when I made the wise decision to join the Career Services Employability Sessions. Looking back now, I can confidently say that it was the best decision I could have made. The programme turned out to be the hero I never knew I needed, and I’m forever grateful for the competitive edge it gave me.

I had the privilege of doing a mock interview with Adivhaho right before my actual internship interviews. The impact was immediate. I walked into my interviews feeling more confident, present, and engaged—something I previously struggled with. The result? I received two job offers from both of the internships I had prepared for.

These offers were more than just opportunities—they were validation of the confidence and preparation I gained through the support and feedback from Adivhaho. I am now happily placed in an internship and extremely appreciative of the dedicated staff who went above and beyond to ensure we were fully equipped.

My only regret is not starting the programme sooner. To any student considering Career Services, I cannot recommend it enough. The insights are life-changing, and the support will stay with you long after the interview ends.”



## SEN KYARKANAYE

*From curious bystander to Ambassador*

We've all been there - scrolling through campus emails, half-listening to announcements between lectures, and hearing the same phrase echo through the hallways: "Don't forget to sign up for the Ready for Work Programme!" At first, I brushed it off like any other information overload. But then came the second mention... and the third. By the time I heard it again - this time from a classmate who wouldn't stop raving about it - I thought, why not? Let me see what all the fuss is about.

Signing up for the Ready for Work Programme turned out to be one of those decisions that quietly change the course of your journey. I expected a few workshops and maybe a shiny certificate to pad my CV. What I didn't expect was a door swinging wide open to a world of opportunities. One of those golden doors? Becoming a Career Services Ambassador. And when I got the call inviting me to join the team, I was absolutely over the moon. It felt like an unexpected gift just waiting to be unwrapped.

My mini job as an ambassador kicked off right after the July recess, and in the span of just one semester, I found myself learning more than I ever anticipated. It wasn't just about handing out flyers or helping out at events. I was thrown into a vibrant team of passionate people who were not only incredibly good at what they did but genuinely supportive and full of insight. Each person I worked with brought something unique to the table, and I absorbed every lesson like a sponge - lessons I know will serve me long after I toss my graduation cap in the air.

One of the most exciting parts of the role was getting to travel to different campuses. There's something inspiring about meeting students from all walks of life - each with their own stories, dreams, and questions. With every conversation, I honed my communication skills and learned how to connect meaningfully with people from diverse backgrounds. It made me more open-minded, more empathetic, and a better listener.

Then came this year, and with it, a fresh start - only this time, we weren't new anymore. We were returning as a team that had grown together, learned from our past experiences, and evolved into



a well-oiled machine. We knew the ropes, we had the vision, and more than anything, we had the drive to get students the support and opportunities they truly deserve before stepping into the working world.

One highlight that stands out? The legendary career fairs. Until you've been behind the scenes, you don't understand how much planning, energy, and teamwork go into making them a success. Being part of the engine that powers those events gave me a deep appreciation for the Career Services team. They pour their hearts into every detail, all for the benefit of students who might just find their next big break there.

So, if you're like I was - hearing the phrase *Ready for Work Programme* and not giving it a second thought - consider this your sign. You never know which doors might open, which people you'll meet, or which version of yourself you'll discover on the other side. I'm grateful I took the leap. It's been a journey of growth, laughter, hard work, and unforgettable experiences - and it's only just getting started.



# Full-time PDBA

Congratulations on reaching this exciting milestone in your academic journey, now is the time to consider all the opportunities ahead.

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## Stand Out.

Get Hired. Succeed.

## The GIBS PDBA Way

### Alumni testimonials (Internship & Now Working)



#### The Internship Advantage

Masechaba Mosena, GIBS PDBA Alumni

"There's nothing quite like seeing theory come to life. My two-month internship at L'Oréal South Africa wasn't just about gaining experience, it was about stepping into the corporate world with confidence. The GIBS PDBA gave me the skills to tackle marketing strategy, data-driven decision-making, and professional networking. I walked away not just with experience, but with industry connections that set my career in motion."

Get placed in leading companies, apply your skills in real business settings, and graduate with experience that sets you apart.



#### Life After the PDBA

Savanah Hall, GIBS PDBA Alumni

"GIBS didn't just teach me business - it taught me how to think, adapt, and lead. The PDBA exposed me to strategy, finance, innovation, and most importantly, the confidence to step into the corporate world ready to make an impact. Today, I'm shaping the future at MTN, drawing from the lessons and network I built at GIBS. The PDBA is more than just a qualification, it's a game changer."

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# FINAL YEAR MENTORSHIP PROGRAMME

The University of Pretoria Career Services has been offering the Final Year Mentorship Programme since 2019. The programme is targeted at final year students and postgraduate students across all nine faculties in the University to expose them to professionals in their fields of study. In 2024, the programme had 1999 mentees and 1045 mentors and provided career coaching later in the year open for all mentees to explore.

Students receive a link to apply through Career Hub at the beginning of the academic year, and mentors receive an application via the UP Connect App, LinkedIn, and social media platforms. The team then matches the mentee with the mentor based on the students' needs and specifications. The mentorship programme is a six-month programme with an already laid out structure and design, which is stipulated in the mentorship guidelines that the mentee and mentor will receive.

Mentorship is a structured and trusting relationship that brings young people together with industry experts who offer guidance, support, and encouragement. Mentees are encouraged to leverage skill development and capacity building, problem-solving and decision making, goal setting and strategy, and networking opportunity that mentors offer. This relationship, fostered well, can go beyond the mentorship programme where mentor and mentee continue to grow together in their professional lives.





## LEVERAGING DIFFERENT TYPES OF MENTORSHIP

The UP Final-Year Mentorship Programme is primarily structured around traditional mentorship, with the option to incorporate virtual mentorship. The purpose of combining these approaches is to expand the mentor pool and provide greater flexibility within the mentor-mentee relationship. Mentees are responsible for driving the relationship and are expected to take a proactive approach to their own career development journey.

In traditional mentorship, the mentor offers guidance, advice, and wisdom in a more structured and already laid out manner. This allows for there to be more focused and intentional meetings focused on CV and LinkedIn profile review, interview tips, and employer/industry expectations, among other topics of interest. The key feature of traditional mentorship is having a one-on-one relationship with long-term focus in mind.

Virtual mentorship takes advantage of technology and allows for mentees to be exposed and connected to mentors across borders and is not bound by geographics. The mentoring happens in a virtual environment either through email, video call, or virtual meetings. This transcends physical limitations, and the mentor and mentee continue to focus on the personal and professional growth.

## NAVIGATING MENTORSHIP IN THE DIGITAL ERA

The digital age is characterised by technology which increases the speed and breadth of knowledge and changes the culture of environments. While the digital age offers many advantages, one needs to be wise and intentional in making it work for them considering the challenges and limitations that may present themselves. In the age where a vast amount of information is

available, how do mentees filter out what is relevant and useful for them? Mentorship allows them to narrow all that information down with the help and guidance of their mentor.

Mentees can leverage virtual platform tools such as Zoom, Microsoft Teams, email, and WhatsApp to create a more accessible and flexible mentorship experience. These tools allow them to embrace flexibility.

They are also able to build meaningful relationships online. To do this, there needs to be open communication and genuine interest from both the mentor and mentee. Being inquisitive, curious, and engaging is one of the ways they can foster such a relationship. To ensure that the relationship is long-lasting, the mentees need to build trust with their mentor by engaging in regular check-ins, request feedback and always carry themselves with integrity.

“Virtual mentorship takes advantage of technology and allows for mentees to be exposed and connected to mentors across borders and is not bound by geographics.”



Information overload is prevalent in this digital era, so how do mentees navigate that in their planning for their professional careers? A mentor can help narrow down the vast amount of information to what is most relevant. In doing this, they provide guidance and help mentees to gain focus and develop a clearly defined goal and plan for their professional careers.

Accountability, which can assist mentees is gaining discipline and meeting their commitments, can be tricky to navigate virtually. This is still, however, important in their relationship. By having clear goals, timelines, and follow-up systems, the mentor and mentee can ensure that progress is made. The mentorship team assists in this by setting timelines of when a certain number of meetings need to have occurred, and systems are put in place to keep both the mentor and mentee accountable.

## THE IMPORTANCE OF WEBINARS

Webinars have become a tool for learning, collaboration, and growth. The webinars are hosted by either mentors in different career fields or companies that are in collaboration with our university. They are important in the mentorship process to keep mentees engaged and informed about different companies and how they can gain value from engaging with these companies.

Webinars bring in a wide range of expertise from anywhere in the world which allows mentees to learn from industry experts and

of opportunities that they would not have had access to. Mentees gain insights from diverse perspectives and benefit from global organisational cultures and values.

Webinars provide an opportunity for real-time interaction between mentors, experts, and mentees. Many webinars feature Q&A sessions which encourage mentees to ask questions and gain immediate feedback. This interaction helps to deepen the learning experience, offering mentees the chance to clarify any confusion, participate in meaningful conversations, and network with other professionals in the field. Webinars foster active participation, making learning more engaging and helping mentees apply new knowledge in real time.

The more targeted webinars, aimed at specific faculties or degrees create a sense of community. They are an opportunity for mentees to engage with their peers and learn about more industry specific opportunities, values they need to adopt and careers they can stream into. This is also a networking opportunity where the mentees are able to have a network of professionals or companies in their arsenal to engage with regularly.

Webinars expand access to expertise, foster engagement, provide continuous learning opportunities, and promote community and networking.



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# SUCCESS STORIES



## TINYIKO KOKETSO MOLOI

*“The mentorship programme transformed how I see myself—and my future”*

“I am a proud Bachelor of Arts graduate, majoring in Sociology and Education, and I recently completed the University of Pretoria Final-Year Mentorship Programme—an experience that truly transformed my perspective on the professional world.

When I started the programme, I was excited but uncertain. Like many students, I felt unprepared to enter the world of work. I believed success was about ticking boxes—qualifications, technical skills, good marks. But from the very first meeting, my mentor helped me realise that success is much broader. Through our sessions, I learned about emotional intelligence, networking, adaptability, and the value of seeing challenges as stepping stones for growth.

One of the biggest shifts for me was in how I approached the job application process. It used to feel overwhelming—constant rejections, confusing platforms, and the pressure to present a perfect version of myself. My mentor changed all of that. With their guidance, I learned how to tailor my CV, highlight my strengths, and most importantly, stay resilient. Each conversation helped me become more confident and intentional.

Today, I’m entering the next chapter of my journey with optimism. I’m excited to immerse myself in the industry, build on the foundation laid during the mentorship, and keep growing in every way—personally, professionally, and purposefully.

“My advice to anyone thinking about joining the Final-Year Mentorship Programme, do it! You’ll be challenged, inspired, and equipped in ways that prepare you for success—not just in your career, but in life.”

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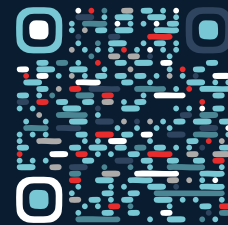
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# NETWORKING LIKE A PRO: ESSENTIAL PREPARATION FOR CAREER FAIRS AND BUILDING EMPLOYER RELATIONSHIPS

Navigating the job market can be overwhelming for students and recent graduates—especially when it comes to networking. Career fairs present valuable opportunities to connect with potential employers, but success depends on preparation, strategy, and confidence.

Understanding how to engage effectively with recruiters and build lasting professional relationships is key to standing out. This guide explores essential preparation tips for before, during, and after career fairs and highlights how attending these events can shape your career journey. Whether you're seeking internships or full-time positions, mastering the art of networking can open doors you never imagined.

***LET'S DIVE INTO HOW YOU CAN NETWORK LIKE A PRO.***



## 1. GEAR UP FOR SUCCESS (BEFORE THE FAIR)

Preparation is everything. To make the most of a career fair, you need to prepare your documents, your pitch, your appearance, and your strategy. Remember: First impressions last.

### Update your CV

- Create or revise a standout résumé that highlights your skills, experience, and achievements.
- Visit UP Career Services for CV or cover letter guidance.
- Print multiple copies to hand out to employers.

### Polish your online presence

In the digital age, your online presence is part of your personal brand. Make sure it reflects your professional goals.

#### Suggested platforms:

- LinkedIn (Career Services can assist with training)
- Instagram (for creative portfolios)
- Professional blogs or websites (e.g., TuksCareers)
- Industry-specific platforms (e.g., UP CareerHub)

### Research target employers

Doing background research helps you identify ideal employers, understand their culture, and align your goals with theirs.

#### Tools for research:

- LinkedIn company pages
- Official company websites

- Google News
- Job portals like Indeed

### Practise your elevator pitch

An elevator pitch is a short, compelling introduction (30–60 seconds) that communicates who you are, what you do, and what you're looking for.

#### Tips:

- Keep it concise and clear.
- Practise with friends or a career advisor.
- Use simple language.

#### Example:

*"Hi, my name is Itumeleng, a recent graduate in Public Management and International Relations from the University of Pretoria. I have strong skills in policy analysis, research, and leadership. I'm passionate about inclusive governance and community development and am seeking a role in the public or private sector where I can contribute to positive change."*

### Dress professionally

Your appearance should reflect maturity and professionalism.

- Choose clean, polished, modest attire.
- Avoid overly flashy or casual outfits.





## 2. ENGAGE AND EXCEL (DURING THE FAIR)

With your preparation done, it's time to show up with confidence and purpose. Engage and excel is more than a motto—it's your action plan for success.

### Arrive early

The early bird catches the worm. Arriving early:

- Helps reduce nerves.
- Lets you familiarise yourself with the space.
- Gives you a chance to engage with top employers before the crowd.

**Tip: Arrive 30 minutes to 1 hour before the event starts.**

### Master your communication

Strong communication is essential for meaningful conversations.

- Introduce yourself confidently.
- Show genuine interest in the company.
- Ask insightful questions.
- Listen attentively and respond thoughtfully.
- Maintain eye contact and smile.

### Use positive body language

Your body language speaks volumes. Make it work in your favour:

- Enter the room with a smile—it makes you approachable.
- Maintain eye contact for four to five seconds at a time.
- Be aware of any nervous gestures or postures and adjust accordingly.

### Ask smart questions

Be strategic—ask questions that reflect your research and curiosity. Here are some examples:

- What career paths are common within your organisation?
- What training programmes do you offer new hires?
- What makes a successful candidate at your company?
- How would you describe your company culture?
- What advice do you have for final-year students entering the workforce?
- Are there specific courses or skills that would help me succeed in your industry?



### 3. BE PROACTIVE (AFTER THE FAIR)

Once the fair is over, don't wait—follow up. A thoughtful follow-up helps keep you top-of-mind with recruiters and shows your professionalism and enthusiasm.

#### Connect with the right people

- Collect business cards or contact details at the event.
- Reach out to the specific person you spoke to, not just the general company email.
- If you missed a name, contact the company to find out who represented them at the event.

#### Follow up quickly

- Send a follow-up email within 24 hours.
- Express appreciation, reaffirm your interest, and briefly recap your conversation.

#### Attach your CV and cover letter

Even if you handed in a printed copy, attach a digital version to your follow-up email—it's easier for employers to keep on file.

#### Check in again (After two weeks)

- If you haven't heard back, it's okay to send a second follow-up after two weeks.
- Be polite and professional—express continued interest and willingness to provide more information.



#### In summary

Networking at career fairs is a powerful tool for launching your career. By preparing well, engaging professionally, and following up strategically, you can build meaningful connections and increase your chances of landing the right opportunity. Approach each event with confidence and purpose—and watch your career take shape.

# PEN TO OPEN MINDS



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# SUCCESS STORIES



## Tshegofatso's advice

"To students and graduates, I urge you to maximise the benefits of career fairs. Prioritise attending events that align with your goals. These platforms help you connect with the right opportunities and professionals who can shape your path forward."

Career Services gave me the tools and access to opportunities I wouldn't have found on my own. With each step, I've grown—personally, professionally, and purposefully."

## TSHEGOFATSO KENALEPE

*"Strategic engagement with Career Services helped shape my professional journey"*

"I completed my undergraduate BA General and Honours in Educational Psychology at UP and am currently pursuing my Master's degree in Educational Psychology at the University of Johannesburg. Throughout my academic journey, I've learned that success isn't only about hard work—it's also about strategic choices and proactive career planning.

That mindset led me to UP's Career Services Office, where I found the support and resources I needed to navigate a fast-changing job market. I took part in multiple career fairs and events, making time in my busy academic schedule to connect with recruiters and explore opportunities that aligned with my interests.

One of the standout moments came when I interacted with representatives from BMW at a career fair. Their passion for empowering students left a lasting impression on me and deepened my belief in the power of meaningful connections. That moment reminded me that career fairs are not just about finding a job—they're about building relationships that inspire and guide your journey.

My persistence and engagement paid off when I secured an internship at the UP Disability Unit. This opportunity, facilitated by UP Career Services, aligned perfectly with my academic goals and gave me the chance to make a real, positive impact."



### Advice for fellow students and graduates

- Read broadly and network intentionally: Stay informed and approach networking with purpose.
- Think long-term and plan backward: Visualise your future, then map the steps to get there.
- Be a lifelong learner: Embrace growth. Stay curious. Keep evolving.
- Give back: Use your journey to make a difference—for yourself and for others.

“Career events offer more than job prospects—they are an invitation to explore, to connect, and to lead with purpose.”

## THABANG NGWENYA

*“Career fairs were not just about opportunities—they were platforms for exploration and impact”*

“My journey through the University of Pretoria has been one of growth, exploration, and purpose. I hold a BEng, BEngHons, and MEng in Industrial and Systems Engineering, and I’m currently finalising my PhD in the same field.

My experience with UP Career Services—especially through career fairs and events—was pivotal in shaping my professional outlook. Engaging with various organisations helped me build networks, gain valuable insights, and clarify my career goals. One of the most meaningful engagements was reconnecting with my former bursary funder, Engen, during the career fairs. These rare face-to-face interactions allowed us to discuss my academic progress and career direction—something that email alone could never achieve.

In my final year, I also connected with ETA Operations Organisation through a career fair. After sharing my details, I was invited to an interview—ETA was the only company that resonated with my desire to balance academic pursuits with real-world work experience. This interaction affirmed that I could shape my career in a way that aligned with both learning and impact.

Beyond job opportunities, these events fuelled my entrepreneurial spirit. Interacting with professionals and hearing the stories behind their companies sparked a deeper curiosity in me. I wanted to understand how these ventures were built, who supported them, and what problems they solved. That curiosity led to the founding of my own initiatives: the NGO Keep That Gold Shining, and later, Infinite Vumisa Agro—both rooted in purpose and driven by impact.

Even now, I continue to attend career fairs—not necessarily to apply for roles, but to stay current with industry trends, understand company cultures, and better mentor other students. Career fairs have shown me that success isn’t always about securing a position. Sometimes, it’s about asking the right questions, building connections, and refining your direction.”





# FROM INTERN TO IMPACT: HOW TO MAKE THE MOST OF YOUR INTERNSHIP

Internships are more than just a stepping stone—they're an opportunity to build skills, expand your network, and lay the foundation for your career. Here's how to be intentional, impactful, and set yourself up for long-term success during your internship.

“Research shows that goal setting improves engagement, commitment, and skill development, all of which are critical for future job opportunities.

01

### **SET CLEAR GOALS AND EXPECTATIONS**

To get the most out of your internship, it's crucial to set both personal and professional goals. Identifying specific skills you want to develop or clarifying how your role aligns with your long-term career aspirations gives your work purpose and direction. For instance, asking yourself questions like “What competencies do I want to gain?” or “How does this experience support my career goals?” can help keep you motivated and focused (Jones & Hoag, 2021).

Research shows that goal setting improves engagement, commitment, and skill development, all of which are critical for future job opportunities (Locke & Latham, 2019). When your personal goals align with the company's mission and strategic priorities, you're more likely to feel invested and contribute meaningfully. Understanding how your role supports broader organisational objectives also boosts your sense of purpose and your professional impact (Fitzpatrick et al., 2020).

02

### **BUILD CONNECTIONS AND LEVERAGE NETWORKING**

One of the most valuable aspects of an internship is the chance to build relationships within and beyond your team. Networking helps you understand the organisation better, gain insights from others, and expand your professional circle.

Interns can network by introducing themselves to colleagues across departments, attending cross-functional meetings, and setting up informal conversations to learn about different roles and career paths. These efforts can enhance your sense of belonging and give you access to resources and information that improve both learning and performance (Forret & Dougherty, 2004).

Mentorship is another powerful way to accelerate growth. A mentor—whether a supervisor or a more experienced colleague—can offer guidance, support, and insider knowledge about the industry. Studies show that interns with mentors report higher job satisfaction and are better equipped to succeed in their careers (Allen et al., 2004).

03

## REFLECT ON GROWTH AND GATHER FEEDBACK

Regular reflection and feedback are key to turning internship experiences into lasting professional development. Taking time to assess your accomplishments, challenges, and lessons learned can help you identify strengths and growth areas. Self-assessment deepens your understanding of what you've gained and how to refine your career goals accordingly.

Just as important is seeking feedback from supervisors and peers. Constructive feedback offers external perspectives on your performance and can guide practical improvements—from refining specific skills to better understanding workplace expectations.

Asking for feedback regularly and applying it shows initiative and a willingness to grow. It also boosts your confidence, adaptability, and readiness for future roles. For example, you might ask your supervisor, “What’s one thing I’m doing well and one area I could improve on?” Reflecting on this feedback and setting improvement goals fosters resilience and continuous development—traits that are critical in any career (SliceJob, Paragon One).

04

## PLAN FOR YOUR CAREER BEYOND THE INTERNSHIP

Don't wait until the end of your internship to think about what comes next. Use your experience to evaluate your long-term career path. Reflect on which tasks energised you, what skills you gained, and where you still need development. This reflection will help you shape future goals and build a roadmap toward your ideal job (SliceJob, 2024).

Maintaining relationships after your internship ends is equally important. Staying in touch with mentors, supervisors, and colleagues keeps your network alive and can open doors to job opportunities, references, or industry insights. A quick update or thank-you email now and then can go a long way.

Research shows that professionals who stay connected with former colleagues and mentors enjoy greater career success thanks to their broader access to opportunities and guidance (Paragon One, 2024). By nurturing these relationships, you build a support system that can serve you throughout your career.

### In summary:

Being impactful as an intern means more than just showing up. It's about setting goals, building relationships, reflecting on your growth, and planning ahead. By being proactive and intentional, you'll not only make a lasting impression—you'll also set the stage for a successful and fulfilling career.



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T: 010 599 0222

## MOORE PRETORIA

E: [hr@moorepta.co.za](mailto:hr@moorepta.co.za)  
T: 072 536 4812

## MOORE STELLENBOSCH

E: [recruiting@moorestb.co.za](mailto:recruiting@moorestb.co.za)  
T: 021 880 1718

# SUCCESS STORIES



## STEPHANIE IYERA

***"This internship shaped both my personal and professional growth"***

"After completing my Bachelor of Information Science in Publishing at UP, I had the opportunity to work at the University itself—an experience that significantly shaped my growth, both personally and professionally.

Working at UP has helped me strengthen vital skills such as communication, teamwork, and administration. It also gave me the chance to engage directly with students in my department, which broadened my perspective on accessibility and inclusivity. I've learned to approach different situations with greater empathy and adaptability—qualities I now see as essential in any workplace. Through Career Services' employability support, I refined my CV and cover letters, which made a meaningful difference in my job application process. The feedback and guidance I received helped me present myself confidently and professionally when applying for roles.

My time as an intern and marketing associate has equipped me with a unique lens on advocacy and reaffirmed my commitment to fostering inclusive work environments in the future. It also sharpened both my verbal and non-verbal communication skills, preparing me for the next stages of my career.

This internship has been more than just a stepping stone—it's given me lasting insight and direction. I'm deeply grateful for the experience and the support I received from UP's Career Services along the way."





## RAMMANO RAMAPELA

*“Career Services prepared me to be an outstanding candidate”*

“In 2023, during the final year of my BCom in Marketing Management, I took a bold step toward my professional future by joining the FLY@UP Brand Ambassador programme. The role allowed me to put my academic knowledge into practice and network with students from different levels—including Honours and Master’s candidates. Balancing coursework with the responsibilities of a Brand Ambassador was not easy, but the support I received from Career Services made all the difference.

Through Career Services webinars, I gained practical skills in time and stress management and learned how to navigate industry networking. These skills helped me juggle both roles and maintain my performance in each. By the end of 2023, I had completed my undergraduate degree, been accepted into the Honours programme, and—thanks to a job alert email from Career Services—secured an Account Management role at Delta BEC.

I had set my sights on stepping straight into a full-time job rather than starting with an internship, and with strategic planning and resilience, I made it happen. From January to September 2024, I successfully managed both work and academic demands, sharpening my work ethic and pushing through every challenge.

Today, I serve as a Business Developer at Enterprises UP while completing my BCom Honours in Marketing Management—and I’m already looking ahead to a Master’s degree in 2025. Career Services played a key role in getting me here, from LinkedIn training and CV support to detailed industry insights. Analysing job descriptions shared by Career Services helped me tailor my CV and showcase the skills employers were actively looking for.

If you’re wondering whether Career Services can make a difference—it absolutely can. Their resources, insights, and ongoing support gave me the tools to stand out and succeed.”



### OPPORTUNITIES FOR FUTURE ENGINEERS AT LESEDI

Lesedi is committed to nurturing the next generation of engineers by offering a range of opportunities for growth and development. We provide aspiring engineers with valuable industry experience through our Engineer in Training program, various vocational training initiatives and bursaries.

Program	Application Period	Link/ contact
Bursaries	February	<a href="https://lesedins.simplify.hr/">https://lesedins.simplify.hr/</a>
Engineer In Training [EIT]	Based on Demand	
Apprentices	Based on Demand	
Vocational Work	Subject to Space Availability	<a href="mailto:info@lesedins.co.za">info@lesedins.co.za</a>

## OPERATING DIVISIONS AND MARKETS

**Lesedi Nuclear Services is an engineering, procurement and construction (EPC) and services business with a track record that goes back to 1984. The company started out with a maintenance contract for the Koeberg Nuclear Power Station and has grown into five operating divisions that execute industrial projects in South Africa and a number of international markets. All five divisions have multi-disciplinary teams of engineers and project managers, meaning that we can complete complex engineering and integration projects in-house. Our brand promise is to build trust by engineering integrated solutions that deliver quality to expectations.**



### Industrial Division

This division is based in Gauteng and executes projects for the mining, manufacturing and power generation industry. Projects include compressor houses, bulk materials handling, electricity infrastructure, flue-gas cleaning and OEM equipment integration. Typically, these activities involve the expertise of our process-, mechanical-, EC&I- and civil engineers. We represent a number of international OEMs and often get involved in brown-fields upgrading and integration projects.



### Renewable Energy Division

This division is based in Cape Town and provides tailor-made renewable solutions. The approach is to be product agnostic and integrate hybrid technologies to suit clients' often unique operating requirements. Projects are executed for commercial and large industrial clients in Southern Africa and Africa, and activities cover solar, wind, biomass and waste-to-energy projects, from concept to installation, commissioning, operations and maintenance. South Africa has an ambitious renewable energy programme and Lesedi is well positioned to deploy its expertise in these projects.



### Oil, Gas and Power Division

Lesedi's history in the power industry started in 1990. The company has executed numerous successful turnkey and lump-sum projects across Africa, including several large gas turbine projects for Eskom (at Mossel Bay and Atlantis). The division's capabilities, provided from Cape Town, are clear from projects that cover a wide spectrum of size, complexity and operating conditions, namely in midstream and downstream installations, gas-to-power plants, storage, reticulation and cleaning processes.



### Nuclear Division

Operating out of Cape Town, this division executes upgrade- and maintenance projects in the nuclear industry, also for Koeberg Power Station. The team has completed over 150 modification of the Koeberg plant and is involved in assignments at nuclear facilities in England, Brazil, China, France and the USA. Safety evaluations, modification designs, outage maintenance and nuclear fuel handling form part of the activities.



### Services Division

The Services Division also operates out of Cape Town and provides unique and very specialized services to international clients in the nuclear power industry. A specific focus is to support these clients with maintenance and modification projects during normal operations and in plant shut periods. Activities include outage project management, engineering design, safety and quality management, boiler making, fitting and welding – and to this end the Lesedi Skills Academy in Atlantis makes a valuable contribution to skills development, job creation and our ability to export specialized services.

# Discover **your future** with us.

Are you **eager** for a challenge, **passionate** about learning, and **ready** to make a difference?

## Apply today to join the **MOYO Graduate Programme**

We enable people and organisations to prosper in the digital economy.

We strive to be a reputable international consulting, technology and talent provider that makes business change simple.

Career  
Growth

Dynamic  
Culture

Impactful  
Projects

Network of  
Experts

Variety of  
Projects

Scan to Apply:



If you have any of the following qualifications, please get in touch:

### Digital Consulting:

- Informatics
- Computer Science
- BIT

### Engineering:

- Mechanical Engineering
- Chemical Engineering
- Industrial Engineering



[www.moyo.co](http://www.moyo.co)



[hello@moyo.co](mailto:hello@moyo.co)

**MOYO**  
*heart of digital change*



# COMPANY PROFILES







From our origins in 1989 as a design house for Application Specific Integrated Circuits, ASIC Design Services today offers design, consulting and training services for FPGA and PCB hardware design and is a leading distributor for FPGAs and Electronic Design Automation software. Our distribution product lines include Microchip (FPGAs), Siemens EDA (PCB Layout, Signal Integrity Analysis, HDL Simulation), Siemens Industry Software (Electronic Assembly, Wiring Harness) and XJTAG (boundary scan test for PCBs).

**Degrees we consider:**

BEng Electronic Engineering, BEng Computer Engineering

**Opportunities offered:**

- Permanent
- Vacation work

**Ideal candidate profile:**

We recruit hardware design and sales engineering graduates. For hardware design we require intelligent, creative engineers who are passionate about design. For sales we require highly motivated engineers who are technically competent, have good sales, communication and personal skills.

**HOW TO APPLY**

E-mail your university transcript, CV and Matric certificate to [tony.dalmaso@asic.co.za](mailto:tony.dalmaso@asic.co.za)

<https://asic.co.za/career-opportunities/>



**Azoteq** is a fabless semiconductor company with the R&D Headquarter based in Paarl, Western Cape and has design and manufacturing facilities in South Africa and China. Sales offices and distributors 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, Bose, Lenovo, Intel, Razer, Corsair, 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.

#### **Degrees we consider:**

BEng, MEng, PhD

Electric / Electronic or Mechatronic, with focus in Electronics

#### **Opportunities offered:**

- Internship
- Permanent
- Vacation work

#### **Ideal candidate profile:**

Graduates and postgraduates with a good academic record, an inquiring innovative mind, strong work ethics, resilience, and determination to solve/find solutions to develop innovative ideas for products and services. If the above applies, then Azoteq is just the employer for you!

#### **HOW TO APPLY**

Please send your academic record and CV to [career@Azoteq.com](mailto:career@Azoteq.com)

**CLOSING DATE: ALL YEAR ROUND**

[www.azoteq.com](http://www.azoteq.com)



**Columbus Stainless**, founded in 1964 and part of the Multinational Acerinox Group, is proud to be the only producer of stainless steel on the African continent. Durable and 100% recyclable, stainless steel has boundless potential as the preferred metal for the future, and Columbus remains dedicated to playing a significant role in South Africa's growth and development.

#### **Degrees we consider:**

BEng., BSc., BComm

#### **Opportunities offered:**

- Graduate development programme Internship
- Permanent
- Contract
- Vacation work
- Bursaries

#### **Ideal candidate profile:**

Minimum requirements as advertised. Eager to learn inquisitive, teachable, team player, shared company values: honesty and integrity.

#### **HOW TO APPLY**

Visit the website:

<https://columbus.co.za/people/are-you-ready-current-vacancies.html>, choose the opportunity and click 'apply'.

Complete and add all relevant documents.

**[www.columbus.co.za](http://www.columbus.co.za)**

# Gordon Institute of Business Science

## University of Pretoria

**Gordon Institute of Business Science**, University of Pretoria's Business School, offers postgraduate studies. The objective is to provide the business community a platform to engage with experts and inspirational practitioners on current and relevant issues.

### Degrees we consider:

Various degrees

### Opportunities offered:

- Graduate development programme
- Bursaries
- Academic qualifications

### Ideal candidate profile:

Final-year undergraduate and postgraduate students.

### HOW TO APPLY

via the GIBS website:

<https://www.gibs.co.za/programmes/postgraduate-diploma-business-administration--full-time-pdba->

[www.gibs.co.za](http://www.gibs.co.za)

# Green/pen

## The art of accounting

An authentic blend of professional standards, ethical values, quality control, best practice principles, people skills, close relationships and a vibrant working environment provides the Greenpen experience.

### Degrees we consider:

BCom Accounting Sciences, BCom Financial Sciences,  
Post-Graduate Diploma in Accounting Sciences

### Opportunities offered:

- Graduate development programme Internship
- Permanent
- Contract
- Vacation work
- Bursaries

### Ideal candidate profile:

#### Qualifications & experience

- Recent graduate or final-year student in accounting, aiming for SAICA/SAIPA qualification.
- Little to no formal work experience required, but previous internships are beneficial.

### Skills & competencies

- Basic understanding of accounting principles and standards.
- Good numerical skills and attention to detail.
- Willingness to learn and adapt, with strong work ethic.
- Effective communication and teamwork skills.

### HOW TO APPLY

<https://greenpenaccounting.com/careers/>

<https://greenpenaccounting.com/careers/>





**Lesedi Nuclear Services** is an engineering, procurement and construction (EPC) and services business with a track record that goes back to 1984. The company started out with a maintenance contract for the Koeberg Nuclear Power Station and has grown into five operating divisions that execute industrial projects in South Africa and a number of international markets. All five divisions have multi-disciplinary teams of engineers and project managers, meaning that we can complete complex engineering and integration projects in-house. Our brand promise is to build trust by engineering integrated solutions that deliver quality to expectations. The operating divisions of Lesedi include: Nuclear Energy, Renewable Energy, Oil Gas & Power, Services and Industrial Solutions.

**Degrees we consider:**

B Eng, B Sc Eng, B Sc

**Opportunities offered:**

Graduate development / Engineer-in-Training programme;  
Permanent and Contract Employment; Vacation Work; Bursaries

**Ideal candidate profile:**

Third-, final-year and post-graduate students

**HOW TO APPLY**

<https://www.lesedins.co.za/careers/>

[www.lesedins.co.za](https://www.lesedins.co.za)



RMB is a leading Corporate and Investment Bank, offering our clients innovative, value-added advisory, funding, trading, corporate banking, and principal investing solutions. We are passionate about solving problems for our clients by challenging the norm and seeking solutions beyond the obvious. We are innovative in our thinking and turn challenges into opportunities. As a leading CIB franchise across the broader Africa region, RMB has a deal footprint in over 35 countries in Africa, as well as a presence in the UK, USA, India, and China.

**Degrees we consider:**

Postgraduate degree (Honours degree or higher) in Finance, Mathematics, Engineering, Statistics, Computer Science, Information Technology, Economics

**Opportunities offered:**

Graduate development programme Internship

**Ideal candidate profile:**

- Postgraduate degree (Honours degree or higher) in Finance, Mathematics, Engineering, Statistics, Computer Science, Information Technology, Economics
- Average of 65%
- Less than 12 months working experience South African citizen
- Programme must be attended in person in Sandton, JHB

**HOW TO APPLY**

<https://www.rmb.co.za/rmb-graduate-programme>

**[www.rmb.co.za/rmb-graduate-programme](https://www.rmb.co.za/rmb-graduate-programme)**



**Telesure Investment Holdings (TIH)** is the holding company of some of South Africa's leading financial service providers. We specialise in short-term insurance, with a portfolio that includes an insurance and personal finance comparison platform. Our story began in 1985, when Auto & General Insurance was launched to the South African market. We have since grown into a group of subsidiaries that have become some of South Africa's most loved and recognised brands, each finding a better way to give their unique group of customers peace of mind because that is our purpose. To continuously find better ways to give South African's peace of mind, whether it is by protect their possessions or loved ones. We're pioneers with a hunger for the best, bringing customer-focused innovation and service excellence to the insurance industry. As an Undivided team of diverse thinkers and doers, we believe in leading through technology and pushing past our limits.

#### Degrees we consider:

Actuarial Science

#### Opportunities offered:

Permanent employment

#### Ideal candidate profile:

Our people drive our success - they are the heart and soul of our business and the ones that make us unstoppable. We are uncompromising in ensuring that we attract and hire exceptional talent. Our requirements include:

- Bright individuals who are good connectors, listeners and can deliver quality work on time
- Energy, curiosity and having a can-do attitude are a must

- Accountability and having the drive to always find a better way
- Team workers who are also able to work independently
- Go-getters who genuinely love our customers and teams

#### HOW TO APPLY

Candidates can apply on [tihsa.co.za/careers/join-us/](https://tihsa.co.za/careers/join-us/) or alternatively email their CV to [tihtalentacquisition@tihsa.co.za](mailto:tihtalentacquisition@tihsa.co.za)

**tihsa.co.za**



CHARTERED ACCOUNTANTS (SA)  
REGISTERED AUDITORS

**Tuffias Sandberg** is a JSE accredited auditing, accounting, tax and business consultancy with a legacy that dates to the 1930s. Our core focus is external audit, and we are an independent member of the Morison Global network. We have a staff complement of over 116 people and pride ourselves on providing our clients with the expertise required to add value to their businesses within a culture of relationship-building and trust. Developing young graduates through training and mentorship programs is also an important aspect of our business.

**Degrees we consider:**

BCom Acc, BCTA, CTA, PGDA

**Opportunities offered:**

- Graduate development programme
- Vacation Work
- SAICA Articles

**Ideal candidate profile:**

When applying for SAICA articles, candidates should typically possess the accredited qualifications and attributes: Academic excellence, analytical thinking, attention to detail, work ethic & communication skills.

**HOW TO APPLY**

Via our website [www.tuffiassandberg.co.za](http://www.tuffiassandberg.co.za)

[www.tuffiassandberg.co.za](http://www.tuffiassandberg.co.za)



## Empowering better pet health through tailored medicine

At **V-Tech**, we specialise in **compounding veterinary medications**, crafting customised formulations designed to meet the unique needs of individual animals. Our team works closely with veterinarians to provide medications in a variety of **dosages and forms** — ensuring precision, effectiveness, and improved outcomes for animal health and well-being.

### Who We're Looking For?

We welcome applicants with the following qualifications:

- BVSc (Bachelor of Veterinary Science)
- BPharm (Bachelor of Pharmacy)
- BVetNurs (Bachelor of Veterinary Nursing)

### Opportunities at V-Tech

- Permanent Contract Positions

Be part of a team where your knowledge contributes directly to improving the lives of animals every day.

### Ideal Candidate Profile:

We're looking for:

- Qualified Veterinarians
- Skilled Veterinary Nurses
- Registered Pharmacists

Passionate about animal care, detail-oriented, and eager to innovate in a fast-paced, meaningful field.

### HOW TO APPLY

Email your CV to: [info@v-tech.co.za](mailto:info@v-tech.co.za)

**Discover V-Tech: Scan Here!**



[www.v-tech.co.za](http://www.v-tech.co.za)





**Sappi** unlocks the power of trees to make every day more sustainable. Sappi is a leading global provider of powerful everyday materials made from woodfibre-based renewable resources. As a diversified, innovative and trusted leader focused on sustainable processes and products, we are building a more circular economy by making what we should, not just what we can. Our raw material offerings (such as dissolving wood pulp and biomaterials) and paper products (packaging and specialty papers, graphic papers, casting and release papers and forestry products) are manufactured from sustainably sourced production facilities powered with bioenergy. Together with our partners, Sappi will continue to build a thriving world by acting boldly in support of the planet, people and prosperity.

#### **Degrees we consider:**

BEng

#### **Opportunities offered:**

Graduate development programme Internship bursaries

#### **Ideal candidate profile:**

The ideal graduate combines academic strength with well-rounded personal and professional attributes that show readiness for the workplace. A highly motivated and technically proficient engineering graduate with a solid academic foundation and problem-solving. Demonstrates strong analytical thinking, effective communication, and the ability to work collaboratively

in diverse teams. Equipped with relevant technical tools, a deep understanding of engineering principles, and a commitment to continuous learning and ethical practice.

#### **HOW TO APPLY**

Kindly apply on the following website -  
[www.sappi.com/careers](http://www.sappi.com/careers)

<http://www.sappi.com/careers>



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Visit our website to learn more and to apply to any of our programmes.



**BE THE STORY  
BEHIND THE NUMBERS.**

**DO YOU WANT TO BE A  
CHARTERED ACCOUNTANT,**

**but not sure how you're going to  
pay for your university studies?**

**Sitholile Sithole**  
SAICA Trainee and Thuthuka beneficiary



**#DIFFERENCEMAKER**

### **Let Thuthuka inspire you to success**

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

### **What is Thuthuka?**

Thuthuka is a bursary like no other. Covering more than just your tuition, books, meals and accommodation, Thuthuka also offers additional psycho-social and academic support to assist you in bridging the gap between high school, university and the world of work. Thuthuka provides the support system that enables you to succeed and realise your dream of becoming a CA(SA). So, if you're an African or Coloured Grade 12 learner who is achieving a level 5 pass in Maths (not Maths Literacy) or a university student studying a CA-stream undergraduate BCom Accounting or PGDA programme and you need financial assistance, Thuthuka is a solution for you. To find out more about the Thuthuka Education Upliftment Fund (TEUF), go to the SAICA website

[www.saica.org.za/initiatives/thuthuka](http://www.saica.org.za/initiatives/thuthuka)

To apply for the Thuthuka bursary, visit [www.thuthukabursaryfund.co.za/](http://www.thuthukabursaryfund.co.za/)

**Take note that Thuthuka applications open every year in March and close in August.**

**#LevelUpWithSAICA.** SAICA's got the  
plug for levelling up your life.

[www.saica.org.za](http://www.saica.org.za)

 CA(SA)  AGA(SA)  AT(SA)

 **SAICA**  
DIFFERENCE MAKERS™

**BE THE STORY  
BEHIND THE NUMBERS.**

**WHERE YOU SEE  
NUMBERS.**

**we see your story of  
making a difference.**



**In a world often fixated on numbers, it's easy to overlook the profound impact accountants make beyond the spreadsheets.**

Accounting isn't just about balancing books or leveraging numbers; it's also about balancing purpose and passion. Choosing a career in accounting and finance can pave the way for you to pursue your passions while making a real difference in the world. Be a catalyst for change, inspire meaningful social action and join a community of difference-makers today. SAICA, the South African Institute of Chartered Accountants, empowers young professionals to find purpose in their careers, driving positive change in business, communities, and beyond.

Find out how to become a difference maker  
<https://www.accountancysa.org.za/youth-hub/>



**#LevelUpWithSAICA.**

SAICA's got the plug for levelling up your life  
[www.saica.org.za](http://www.saica.org.za)

CA(SA) AGA(SA) AT(SA)

# COMPANY LISTINGS

NAME OF COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT / HOW TO APPLY
ABSA	Grad programme Internship Articles	Hons or Masters degree in FinMan	Visit Leap.ly
ADVOCA AUDITING INC.	Permanent Vacation work Articles	BCom Acc PGDA / CTA	<a href="http://www.advoca.co.za">http://www.advoca.co.za</a>
Allan Gray Pty Ltd	Permanent	BSc or BCom in quantitative disciplines such as: FinMan, Ecos InvMan, Stats, etc	<a href="https://career2.successfactors.eu/sfcareer/jobreqcareer?jobId=8479&amp;company=allangrayp">https://career2.successfactors.eu/sfcareer/jobreqcareer?jobId=8479&amp;company=allangrayp</a>
Bain and Company	Internship Permanent	Engineering (EBE), Commerce (EMS), Law, Health Sciences, Sciences	Please apply via our website <a href="https://www.bain.com/careers/">https://www.bain.com/careers/</a>  <i>(with your cover letter, CV &amp; full academic results to date (Matric certificate included))</i>
Baker Tilly	Article Traineeship	BCom Acc and PDGA	<a href="mailto:mail@bakertillymm.co.za">mail@bakertillymm.co.za</a>
Barloworld	SAICA	PGDA/CTA	<a href="https://barloworld.com/careers/young-talent-programme">https://barloworld.com/careers/young-talent-programme</a>
BDO	SAICA Vacation work Grad programme	BCom Acc PDGA/CTA  Equivalent SAICA-accredited postgrad qualification	<a href="https://bdo.mcidirecthire.com/graduate/external/CurrentOpportunities">https://bdo.mcidirecthire.com/graduate/external/CurrentOpportunities</a>

NAME OF COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT / HOW TO APPLY
<i>BDO (continued)</i>			<p>Gqeberha (PE): Chante-Leigh Muller chmuller@bdo.co.za</p> <p>Durban: Silindile Gumede SiGumede@BDO.co.za</p> <p>Cape Town: Mohammed Mongratie mmomgratie@bdo.co.za</p> <p>Pretoria: Ipeleng Madi imadi@bdo.co.za</p> <p>Johannesburg: Nokulunga Sibiyi NoSibiyi@bdo.co.za</p>
Cultural Care Au Pair	Become an au pair in the USA (Cultural Exchange programme)	All degrees	<p>Apply via our website: culturalcare.co.za</p> <p>Email: aupair.za@culturalcare.com</p>
Deloitte	Vacation work Grad Programme Junior Positions	BCom Ecos BCom FinMan BCom InvMan BCom Acc PostGrad in Tax (Hons) PostGrad in any of the above would be advantageous	<a href="https://www.deloitte.com/za/en/careers/explore-your-fit/students/graduate-programmes.html">https://www.deloitte.com/za/en/careers/explore-your-fit/students/graduate-programmes.html</a>



NAME OF COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT / HOW TO APPLY
DSV Transport and Logistics	SAICA	Accounting Degree or similar is essential Average of 70% required Must be in the process of studying for the qualification of a Chartered Accountant	<a href="http://www.dsv.com">www.dsv.com</a>
FirstRand	Grad programme	BSc/Hons/Masters degrees in: FinMan and PGDA	Submit your cover letter, CV, matric and full academic transcript via <a href="https://www.start.firststrand.co.za/">https://www.start.firststrand.co.za/</a>
Forvis Mazars	SAICA	BCom Acc and PGDA	Apply: <a href="https://qrify.io/EDNnyuVeoR">https://qrify.io/EDNnyuVeoR</a>  For more information contact: Nteseng.Modisadife@forvismazars.com
Greenpen Audit Inc  <b>Closing Date : 31 December 2025</b>	Grad programme Internship Permanent Contract Vacation work Articles	BCom Acc BCom FinMan PGDAS	<a href="https://greenpenaccounting.com/careers/">https://greenpenaccounting.com/careers/</a>  Greenpen, Suite 401, Waterkloof Gardens, 270 Main Street, Brooklyn, Pretoria  Tel: 012 346 3044  Email: <a href="mailto:info@greenpen.co.za">info@greenpen.co.za</a> <a href="mailto:careers@greenpen.co.za">careers@greenpen.co.za</a>

NAME OF COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT / HOW TO APPLY
Hopscotch	All overseas <ul style="list-style-type: none"> <li>• Au Pairing</li> <li>• Ski Resort</li> <li>• Summer</li> <li>• Camp</li> <li>• Yachting</li> <li>• Cruise Ship</li> <li>• Photography</li> </ul>	All degrees	+27 71 234 7741  Instagram: @hopscotchtravelsa  Website: hopscotchtravel.co.za
Kreston SA	SAIPA SAICA SAIT (36-month Articles contracts)	BCom Acc, BCom FinMan, PGDA, BcomHons Tax and BcomHons FinMan	http://krestonsa.com  E-mail: recruitment@krestonsa.com  Tel: 012 993 9500
LDP Chartered Accountants and Auditors Inc	SAICA CIMA SAIPA	BCom Acc PGDA/CTA BCom FinMan  To meet SAIPA's academic requirements, students pursuing this degree should select Auditing or Internal Auditing as an elective course	https://ldp.co.za/be-part-of-our-team/trainee-programme/  Or send your CV, academic transcripts to careers@ldp.co.za
Majali CA Inc	Internship contract Articles	BCom degrees	
MiWay Insurance	MiWay Hackathon 2025  (Pricing and Modelling Competition)	Stats and any data science related field	Please search 'MiWay Hackathon 2025' online, go to the website and follow the instructions.

NAME OF COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT / HOW TO APPLY
Monocle	Internship Programme taking place from 7-11 July 2025 Analyst Grad programme (January 2026 intake)	Hons or Masters in: FinMan, Data and Acc	<a href="http://www.monoclesolutions.com/">www.monoclesolutions.com/</a>  Email address for application queries: <a href="mailto:refiloe.mothibi@monocle.co.za">refiloe.mothibi@monocle.co.za</a>
Moore Pretoria Partnership		BCom FinMan BCom Acc	<a href="http://careers.moore-southafrica.com">careers.moore-southafrica.com</a>
Moyo Business Advisory (PTY) Ltd	Graduate development programme Contract	Info	<a href="http://www.moyo.co/">http://www.moyo.co/</a>  or email <a href="mailto:hello@moyo.co">hello@moyo.co</a>
Ninety One	BCom InvMan Acceleration Programme 2026	Hons and master's students in Technical Degrees (e.g., medicine, engineering) and Non-technical Degrees (e.g., Law, Political Science, or Arts) Faculty of Science Degree	Apply on the careers page using the below link:  <a href="https://externalcareers.ninetyone.com/experienced-hires/details.html?nPostingId=1212&amp;nPostingTargetId=3541&amp;id=QR2FK026203F3VBQBLOV779MZ&amp;LG=UK&amp;languageSelect=UK&amp;mask=ninetyone">https://externalcareers.ninetyone.com/experienced-hires/details.html?nPostingId=1212&amp;nPostingTargetId=3541&amp;id=QR2FK026203F3VBQBLOV779MZ&amp;LG=UK&amp;languageSelect=UK&amp;mask=ninetyone</a>
PepsiCo South Africa	Grad programme/Internship	BEng, BCom FinMan, HR, MM, Sup, R&D, F-sci	Please apply via our site <a href="https://sa.pepsico.africa/">https://sa.pepsico.africa/</a>
PKF	SAICA	BCom Acc	<a href="mailto:Info.pretoria@pkf.co.za">Info.pretoria@pkf.co.za</a>

NAME OF COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT / HOW TO APPLY
PwC	Grad Programmes: <ul style="list-style-type: none"> <li>• SAICA</li> <li>• SAIPA</li> <li>• SAIT Programme</li> <li>• Tax (CA) Elective</li> <li>• Tax - Transfer Pricing</li> <li>• GRIA - Internal Audit</li> <li>• IT Audit</li> <li>• SAP</li> <li>• Data</li> <li>• Risk &amp; Regulations</li> <li>• Forensics</li> <li>• Actuarial Science</li> <li>• Quants</li> <li>• Foundation of The Future</li> <li>• Deals</li> <li>• Cyber Security</li> <li>• Reward Academy</li> <li>• Kick Start Your Career</li> </ul>	Degrees (Hons): <ul style="list-style-type: none"> <li>• Acc</li> <li>• Stats</li> <li>• Internal Audit</li> <li>• Tax</li> <li>• InvMan</li> <li>• Forensic Accounting</li> <li>• BCom Ecos &amp; Econometrics</li> <li>• Data Science</li> </ul> and many more	<a href="https://pwcza-graduate.erecruit.co/candidateapp/jobs/">https://pwcza-graduate.erecruit.co/candidateapp/jobs/</a> Browse
RMB	Grad programme	Postgrad/Hons degree or higher in FinMan and Ecos or any other relevant degree that will give you the edge in banking	RMB Grad programme
Route Management (Pty) Ltd	Internships Grad programmes Apprenticeships Training Centre	Accounting Logistics Business and Finance Sales/Marketing	Email: internapplications@satb.co.za  Bloemfontein: 051 409 1700

NAME OF COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT / HOW TO APPLY
RVN Chartered Accountants	SAICA	BCom Acc	Submit your cover letter, CV, and supporting documents to <a href="mailto:careers@rvn.co.za">careers@rvn.co.za</a> or visit our website at <a href="http://rvn.co.za/">rvn.co.za/</a> for more information.
SAICA	Bursaries	BCom Acc	<a href="https://www.thuthukabursaryfund.co.za/">https://www.thuthukabursaryfund.co.za/</a>
Sanlam	Actuarial Graduate Sanlam Digital and Data Academy SAICA Trainee Accountant programme Risk and Compliance graduate Marketing graduate Human Capital graduate OT/Disability graduate Santam Graduate Programme	BCom Acc ,BCom Info,Bcom Inv,BCom FinMan,BCom HR, BCom MM	Sanlam Career site: <a href="https://lnkd.in/dgRws9Cu">https://lnkd.in/dgRws9Cu</a>
Spoor & Fisher  Specialises in intellectual property (IP) law	Internship / Articles  Vacation work programme has been replaced with an IP day which will be held on 3 July 2025 at the Centurion office.	Science and engineering graduates who have completed their degrees and would like to pursue a career in patent law.	Apply for Articles or IP day by sending copies of your Cover letter, CV, ID, Matric Certificate and Updated Academic Record to <a href="mailto:articles@spoor.com">articles@spoor.com</a>  Please ensure that you rename your documents with your name, the document name, and Articles year.  <a href="https://spoor.com/candidate-attorneys/">https://spoor.com/candidate-attorneys/</a>

NAME OF COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT / HOW TO APPLY
<p>Strachan &amp; Crouse – Chartered Accountants and Registered Auditors</p> <p><b>Closing date:</b> <b>30 November 2025</b></p>	<p>SAICA Training Contract (Articles/Internship)</p> <p>Hands-On Learning Personal Attention Early Responsibility Cutting-Edge Technology Learning Environment</p>	BCom Acc,Bcom FinMan and PGDA	<p><a href="https://www.strachancrouse.co.za/careers/">https://www.strachancrouse.co.za/careers/</a></p> <p>1226 Francis Baard Street, Hatfield, Pretoria</p> <p>+ 27 12 430 3420</p> <p><a href="mailto:info@strachancrouse.co.za">info@strachancrouse.co.za</a></p>
VAT IT	Full time employment straight after graduation in the operations, client service, sales, finance, and tech spaces. We also have a SAICA accredited TOPP articles programme for accounting students.	BCom and BCom Hons Accounting	<a href="https://wkf.ms/3RYzK9B">https://wkf.ms/3RYzK9B</a>



# Top AI Tips For Writing A Winning CV

Stepping into the job market as a recent graduate can be both exciting and challenging. Without years of work experience, it's crucial to showcase your skills, education, and potential in a way that stands out to recruiters. Fortunately, artificial intelligence (AI) tools can help you craft a compelling CV that highlights your strengths.

Let's dive into how AI can assist in making your CV clear, professional, and impactful.

**1. Transform Academic Experience into Job-Ready Skills:** If you don't have formal work experience, AI can help you rephrase academic projects, research, and internships to show impact.

**Instead of:** "Completed a marketing project as part of my coursework." **Try:** "Developed a digital marketing strategy in a university project, leading to a 30% increase in engagement."

By focusing on results, AI ensures your CV demonstrates your ability to apply knowledge in real-world settings.

**2. Highlight Transferable Skills:** Even without job experience, you've gained skills that employers value—teamwork, problem-solving, research, and leadership. AI can analyse job descriptions and help frame your experience in a way that aligns with employer expectations.

**Example:** "Led a team of five in a research project, managing deadlines and presenting findings to a panel." This approach ensures your CV speaks directly to recruiters, making you a stronger candidate.

**3. Polish and Simplify Your Language:** Recruiters prefer clear, concise CVs. AI tools can refine your wording, removing unnecessary jargon while keeping your unique voice.

**Instead of:** "Assisted in organising and managing events by contributing to different aspects of the event planning process." **Try:** "Coordinated logistics for university events, ensuring seamless execution."

AI ensures your CV is easy to read while maintaining a professional tone.

**4. Format Your CV Professionally:** A well-structured CV makes a strong first impression. AI-powered platforms can suggest formatting improvements—such as proper spacing, bullet points, and font choices—to enhance readability.

visit [pepsicojobs.com](https://pepsicojobs.com)



**PEPSICO**  
South Africa

NAME OF COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT / HOW TO APPLY
Bain and Company	Internship Permanent	Engineering (EBE), Commerce (EMS), Law, Health Sciences, Sciences	Please apply via our website <a href="https://www.bain.com/careers/">https://www.bain.com/careers/</a>  <i>(with your cover letter, CV &amp; full academic results to date (Matric certificate included))</i>
Cultural Care Au Pair	Become an au pair in the USA (Cultural Exchange programme)	All degrees	Apply via our website: <a href="http://culturalcare.co.za">culturalcare.co.za</a>  Email: <a href="mailto:aupair.za@culturalcare.com">aupair.za@culturalcare.com</a>
Hopscotch	All overseas <ul style="list-style-type: none"> <li>• Au Pairing</li> <li>• Ski Resort</li> <li>• Summer</li> <li>• Camp</li> <li>• Yachting</li> <li>• Cruise Ship</li> <li>• Photography</li> </ul>	All degrees	+27 71 234 7741  Instagram: <a href="https://www.instagram.com/hopscotchtravelsa">@hopscotchtravelsa</a>  Website: <a href="http://hopscotchtravel.co.za">hopscotchtravel.co.za</a>
Ninety One	BCom InvMan Acceleration Programme 2026	Hons and master's students in Technical Degrees (e.g., medicine, engineering) and Non-technical Degrees (e.g., Law, Political Science, or Arts) Faculty of Science Degree	Apply on the careers page using the below link:  <a href="https://externalcareers.ninetyone.com/experienced-hires/details.html?nPostingId=1212&amp;nPostingTargetId=3541&amp;id=QR2FK026203F3VBQBLOV779MZ&amp;LG=UK&amp;languageSelect=UK&amp;mask=ninetyone">https://externalcareers.ninetyone.com/experienced-hires/details.html?nPostingId=1212&amp;nPostingTargetId=3541&amp;id=QR2FK026203F3VBQBLOV779MZ&amp;LG=UK&amp;languageSelect=UK&amp;mask=ninetyone</a>

NAME OF COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT / HOW TO APPLY
ABSA	Grad programme Internship Articles	Hons or Masters degree in STEM	Visit Leap.ly
Afrimat	Grad programme Full Time Offer Internship/Learnership Bursary/ Scholarship Vacation work	BEng, BSc in Engineering, or a relevant scientific degree.	<a href="https://www.afrimat.co.za/about-us/careers/">https://www.afrimat.co.za/about-us/careers/</a>  or email <a href="mailto:info@afrimat.co.za">info@afrimat.co.za</a>
ASIC Design Services	Permanent Vacation work	BEng Electr and BEng Comp	E-mail your University transcript, CV and Matric certificate to <a href="mailto:tony.dalmaso@asic.co.za">tony.dalmaso@asic.co.za</a>
Azoteq Pty Ltd	Internship Permanent Vacation work	BEng, MEng, PhD Electr or Mech with focus in Electronics	Please send your academic record and CV to <a href="mailto:career@Azoteq.com">career@Azoteq.com</a>
Bain and Company	Internship Permanent	Engineering degree	Please apply via our website <a href="https://www.bain.com/careers/">https://www.bain.com/careers/</a>  <i>(with your cover letter, CV &amp; full academic results to date (Matric certificate included))</i>
Cell C	Internship Vacation work	IT Data Science	LinkedIn and Cell C portal
Cultural Care Au Pair	Become an au pair in the USA (Cultural Exchange programme)	All degrees	Apply via our website: <a href="http://culturalcare.co.za">culturalcare.co.za</a>  Email: <a href="mailto:aupair.za@culturalcare.com">aupair.za@culturalcare.com</a>

NAME OF COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT / HOW TO APPLY
Dariel Software Pty Ltd	Graduate Software Development programme	BSc – Computer Science, Computer Engineering or similar.  Relevant 3-year degree or higher.  Closing date: 31 August 2025	<a href="http://www.dariel.co.za">www.dariel.co.za</a>
Deloitte	Vacation work Grad Programme Junior Positions	Risk Mgt, BSc Hons Financial Engineering, Engineering (all streams), CompSci, BEng Electr, IT InfoSci, BEng Ind, Chem	<a href="https://www.deloitte.com/za/en/careers/explore-your-fit/students/graduate-programmes.html">https://www.deloitte.com/za/en/careers/explore-your-fit/students/graduate-programmes.html</a>
DRA Global	Grad Programme	Mech Electr Cvl Chem Met	
Elenjical Solutions	Grad Technology Consultant Grad Quantitative Analyst/ Developer Grad training programme	BEng Comp, BEng Electr and Hons CompSci	Email the following documents to: <a href="mailto:apply-ext@elenjicalsolutions.com">apply-ext@elenjicalsolutions.com</a>  The subject: 2026 Grad Programme + Your Name CV Full academic transcript Matric certificate

NAME OF COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT / HOW TO APPLY
Enza Construction (Pty) Ltd	Grad programme	QS Cons Cvl Mech Electr and Property development	Please complete the application form on the Enza Construction website: <a href="https://www.enzacon.co.za/careers/">https://www.enzacon.co.za/careers/</a> and submit your CV, full academic results, certified copy of your ID as well as a one-page motivation letter as to why you should be selected onto the Enza Construction Graduate Programme
FirstRand	Grad programme	BSc/Hons/Masters degrees in: Eng and DataSci	Submit your cover letter, CV, matric and full academic transcript via <a href="https://www.start.firststrand.co.za/">https://www.start.firststrand.co.za/</a>
FNB	Grad programme Permanent Vacation work	Math, IT, Data Science and Eng	
Globetom Tradin	Internships	CompSci IT Comp Comp Programming Data Science	Submit CV to our database: <a href="https://www.globetom.com/">https://www.globetom.com/</a>  For vacancies: <a href="https://trending-talent.com/home/Group/Globetom">https://trending-talent.com/home/Group/Globetom</a>

NAME OF COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT / HOW TO APPLY
Hopscotch	All overseas <ul style="list-style-type: none"> <li>• Au Pairing</li> <li>• Ski Resort</li> <li>• Summer Camp</li> <li>• Yachting</li> <li>• Cruise Ship</li> <li>• Photography</li> </ul>	All degrees	+27 71 234 7741  Instagram: @hopscotchtravelsa  Website: hopscotchtravel.co.za
Huawei Technologies Africa	Grad programme Bursary Programme	BEng Electr Comp IT InfoSci	<a href="https://datalink-za.gtsdata.huawei.com/">https://datalink-za.gtsdata.huawei.com/</a>
iLAB	12 Months Internship	BSc in Computer Science Bachelor of IT Bachelor of InfoSci	internship@ilabqa.com
iSprout	Internships	IT Comp Comp Programming Data Science	Open Vacancies may be viewed via <a href="https://www.isprout.work/get-hired#vacancies">https://www.isprout.work/get-hired#vacancies</a> where candidates may also apply directly.  Otherwise they may send an email to <a href="mailto:hello@isprout.work">hello@isprout.work</a>
Kirby Group Engineering	Grad programme	Mech, Electr and BIM Engineering	Email applications to Shamiela Solomons (HR Lead for KGE SA) on <a href="mailto:ssolomons@kirbygroup.com">ssolomons@kirbygroup.com</a>



NAME OF COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT / HOW TO APPLY
Knight Piésold Southern Africa	Grad programme Job shadowing Bursary	BSc/Beng Cvl Engineering  BScEnvironmental & Engineering Geology	Noluthando Khumalo / Odessa Chinasamy via recruit@knightpiesold.com or on LinkedIn
LexisNexis South Africa	Grad programme Internship programme	Bsc CompSci DiplIT Dip Appdev Btech ITMan	Tumelo Mushi: 082 400 8436  Pamela Terry: 011 245 6500  (LexisNexis Career Website South Africa)
Mecalc (Pty) Ltd	Permanent Contract Vacation work Internships	BEng Comp BEng Electr BSc CompSci	Send your CV to careers@mecalcalc.com and visit <a href="https://mecalcalc.com/">https://mecalcalc.com/</a> for more information.
MILKOR Pty Ltd.	Business Development Engineer Research and Development Engineer Design Engineer (Land, Naval, Weapons and Aeronautical Systems) Aeronautical Engineer Junior Mech Engineer Stress Engineer Junior RF Engineer DSP (Digital Signal Processing) Engineer Software Engineers FPGA Engineer Hardware Engineers	BEng Mech, Electr, Electronic, Mechatronic, Aeronautical	Apply at <a href="https://milkor.com/">https://milkor.com/</a>  or send your email to carrers@milkor.com bursaries@milkor.com  012 333 3134

NAME OF COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT / HOW TO APPLY
Monocle	<p>Internship taking place from 7-11 July 2025</p> <p>Analyst Graduate Programme (January 2026 intake)</p>	Hons or Masters in BEng or Sciences	<p><a href="http://www.monoclesolutions.com/">www.monoclesolutions.com/</a></p> <p>Email address for application queries: refiloe.mothibi@monocle.co.za</p>
Moyo Business Advisory (PTY) Ltd	Graduate development programme Contract	CompSci, IT, Mech Eng, Chem Eng, Ind	<p><a href="http://www.moyo.co/">http://www.moyo.co/</a></p> <p>or email hello@moyo.co</p>
Naked Insurance	Full Stack Software Developer Actuarial Analyst CX Specialist	BSc, BEng, IT, BTech, BA, BCom, BSc, LLB	<a href="mailto:jobs@naked.insure">jobs@naked.insure</a>
Neopak (Pty) Ltd	Engineer In Training	Chem Electr Mech Instrumentation & Automation IT	<p>Apply on-line through the Recruitment Portal on <a href="http://www.Nepak.co.za">www.Nepak.co.za</a></p> <p>012 521 1825 / 079 952 5712</p>
Ninety One	BCom InvMan Acceleration Programme 2026	Hons and master's students in Technical Degrees (e.g., medicine, engineering) and Non-technical Degrees (e.g., Law, Political Science, or Arts) Faculty of Science Degree	<p>Apply on the careers page using the below link:</p> <p><a href="https://externalcareers.ninetyone.com/experienced-hires/details.html?nPostingId=1212&amp;nPostingTargetId=3541&amp;id=QR2FK026203F3VBQBLOV779MZ&amp;LG=UK&amp;languageSelect=UK&amp;mask=ninetyone">https://externalcareers.ninetyone.com/experienced-hires/details.html?nPostingId=1212&amp;nPostingTargetId=3541&amp;id=QR2FK026203F3VBQBLOV779MZ&amp;LG=UK&amp;languageSelect=UK&amp;mask=ninetyone</a></p>

NAME OF COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT / HOW TO APPLY
Proxa	Grad Internship	Chem Mech Cvl	Email: graduatesZA@proxawater.com
PwC	Grad Programmes: <ul style="list-style-type: none"> <li>• SAP</li> <li>• Data</li> <li>• Forensics</li> <li>• Foundation of The Future</li> <li>• Cyber Security</li> <li>• Reward Academy</li> <li>• Kick Start Your Career</li> </ul>	Degrees (Hons): <ul style="list-style-type: none"> <li>• Eng</li> <li>• CompSci</li> <li>• InfoSci</li> <li>• IT</li> <li>• Data Science</li> </ul> and many more	<a href="https://pwcza-graduate.erecruit.co/candidateapp/Jobs/Browse">https://pwcza-graduate.erecruit.co/candidateapp/Jobs/Browse</a>
Rio Tinto Richards Bay Minerals	Grad programme (2 years)	BEng in Met, Min, Chem, Mech, Electr, Ind and Cvl	<a href="https://www.riotinto.com/en/careers">https://www.riotinto.com/en/careers</a>
RMB	Grad programme	Postgrad/Hons degree or higher in: BEng, CompSci, IT, Advanced Analytics, Data Science, Risk Mgt or any other relevant degree that will give you the edge in banking	RMB Graduate Programme
Route Management (Pty) Ltd	Internships Grad programmes Apprenticeships Training Centre	Engineering degree	Email: internapplications@satb.co.za  Bloemfontein: 051 409 1700

NAME OF COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT / HOW TO APPLY
Sanlam	Actuarial Graduate Sanlam Digital and Data Academy SAICA Trainee Accountant programme Risk and Compliance graduate Marketing graduate Human Capital graduate OT/Disability graduate Santam Graduate Programme	IT, BSc IKS, CompSci	Sanlam Career site: <a href="https://lnkd.in/dgRws9Cu">https://lnkd.in/dgRws9Cu</a>
SAPPI SOUTHERN AFRICA LIMITED	Bursaries Grad programme Internships	Chem, Mech, Cvl, Mechatronics, Electr and Ind	<a href="https://www.sappi.com/en-za/">https://www.sappi.com/en-za/</a>
Skyside South Africa	Internships	BSc Chem BSc Chemistry	<a href="mailto:Recruitment@skyside.co.za">Recruitment@skyside.co.za</a>
SMEC	Graduate Cvl Engineer/ Graduate Technologist: <ul style="list-style-type: none"> <li>• Structures</li> <li>• Roads and Highways</li> <li>• Water and Environment</li> <li>• Power and Energy</li> <li>• Construction and Pavements</li> <li>• Urban Development</li> <li>• Geotechnical Engineering and Engineering Geology</li> <li>• Management Services</li> </ul>	BEng Cvl BCom/BSc Degree in Information Management or GISc & T Diploma, Computing, Mathematics, or related fields Bachelor of Engineering degree/higher degree from accredited university/ college or Bachelor of Technology degree (or similar)	<a href="https://www.smec.com/graduates-early-careers/">https://www.smec.com/graduates-early-careers/</a>

NAME OF COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT / HOW TO APPLY
Steinmuller Africa (Pty) Ltd	Engineer-in-Training	BEng or BSc Mech BEng or BSc Structural Engineering BEng or BSc Cvl BEng or BSc Chem	Mary Davel  If you are interested and believe you qualify, please submit your application to <a href="https://steinmullerafrica.simplify.hr/vacancy/xcru2e">https://steinmullerafrica.simplify.hr/vacancy/xcru2e</a> by no later than 31 August.
Treo Group	Junior Project Engineer Project Engineer Proposals/Package Engineer Junior Project & Simulation Engineer Project & Simulation Engineer	BEng, BSC Eng or Pr Tech Eng in the following fields: <ul style="list-style-type: none"> <li>• Chem</li> <li>• Cvl</li> <li>• Electr</li> <li>• Electronic</li> <li>• Ind</li> <li>• Mech</li> <li>• Mechatronic Engineering</li> <li>• Met</li> </ul>	<a href="https://www.treogroup.co.za/careers/">https://www.treogroup.co.za/careers/</a>
VAT IT	Full time employment straight after graduation in the operations, client service, sales, finance, and tech spaces. We also have a SAICA accredited TOPP articles programme for accounting students.	Engineering	<a href="https://wkf.ms/3RYzK9B">https://wkf.ms/3RYzK9B</a>

NAME OF COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT / HOW TO APPLY
Zimile Consulting Engineers	Resident Engineers Route Manager Assistant Route Manager Water Design Engineers Traffic Engineers Pavement Engineer Geotechnical Engineer	BSc Cvl Engineering, BSc Mech, BSc Electr, BSc Structural Engineering, BSc Chemic BSc Environmental Engineering BEng Ind Engineering BEng Geotechnical Engineering BEng Transportation Engineering BEng Software Engineering BEng Computer Engineering BSc Architecture BSc Urban and Regional Planning BSc Surveying and Geomatics BSc Project Management BCom Engineering Management	recruitment@zimile.co.za





CHARTERED ACCOUNTANTS (SA)  
REGISTERED AUDITORS

# A MEDIUM-SIZED FIRM WITH MASSIVE OPPORTUNITIES

## WHO ARE WE?

Tuffias Sandberg is a JSE accredited auditing, accounting, tax and business consultancy firm of over 100 people with a strong focus on developing graduates to be well-rounded professionals with practical work experience.

We are an independent member firm of Morison Global, an international association of leading professional service firms worldwide.

## WHAT SETS OUR SAICA TRAINING APART?

Training and development are essential to our culture with a structured mentorship programme for graduates, a team dedicated to supporting them, and partners who are accessible and able to add value along the way.

The firm focuses on personalising our process around article training to suit the skills and strengths of our graduates.

We value work/life balance and have embraced a 4.5-day week. Our dedicated social committee plans fun things like in-office pizza, social days out, overnight team building, and indoor soccer and netball to help everyone de-stress and connect as a team.

## OUR IDEAL CANDIDATE

We are currently looking for enthusiastic, motivated and driven individuals who are open-minded and enjoy a challenge. Candidates should be studying a SAICA accredited degree - PGDA/CTA1/CTA2.

Visit us at [www.tuffiassandberg.co.za/saica-contracts](http://www.tuffiassandberg.co.za/saica-contracts) or email [recruitment@tsza.co.za](mailto:recruitment@tsza.co.za) for more information.



CHARTERED ACCOUNTANTS (SA)  
REGISTERED AUDITORS



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NAME OF COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT / HOW TO APPLY
Bain and Company	Internship Permanent	Law degree	Please apply via our website <a href="https://www.bain.com/careers/">https://www.bain.com/careers/</a>  <i>(with your cover letter, CV &amp; full academic results to date (Matric certificate included))</i>
Baker Mckenzie	Practical Vocational Training	Bachelor of Laws	Go to our careers site <a href="https://www.bakermckenzie.com/en/locations/emea/south-africa#careers">https://www.bakermckenzie.com/en/locations/emea/south-africa#careers</a>
Cliffe Dekker Hofmeyr	Vacation Programmes Practical Vocational Training	Bachelor of Commerce in Law Bachelor of Arts in Law Bachelor of Law	How to apply? <ul style="list-style-type: none"> <li>• Cover letter (clearly defining which position you are applying for).</li> <li>• Curriculum vitae.</li> <li>• Full University transcript (to date).</li> <li>• Grade 12 (matric) results.</li> <li>• Copy of Identification document.</li> </ul> Submit your application on our graduate recruitment microsite <a href="https://www.apply4law.africa/">https://www.apply4law.africa/</a>
Cultural Care Au Pair	Become an au pair in the USA (Cultural Exchange programme)	All degrees	Apply via our website: <a href="http://culturalcare.co.za">culturalcare.co.za</a>  Email: <a href="mailto:aupair.za@culturalcare.com">aupair.za@culturalcare.com</a>

NAME OF COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT / HOW TO APPLY
Deloitte	Vacation work Grad Programme Junior Positions	BA or BCom Law PostGrad in the above would be advantageous.	<a href="https://www.deloitte.com/za/en/careers/explore-your-fit/students/graduate-programmes.html">https://www.deloitte.com/za/en/careers/explore-your-fit/students/graduate-programmes.html</a>
ENS	Candidate Legal Practitioner	BA Law BAcc LLB BCom Law LLB LLM	To apply, visit <a href="https://ensafrica.csod.com/ux/ats/careersite/7/home?c=ensafrica">https://ensafrica.csod.com/ux/ats/careersite/7/home?c=ensafrica</a> and attach your cover letter, CV, ID, Matric certificate and academic transcript (updated).
Eversheds-Sutherland	Vacation work Articles Job shadowing	LLB; LLM	Email <a href="mailto:careers@eversheds-sutherland.co.za">careers@eversheds-sutherland.co.za</a>
GMI ATTORNEYS	Winter Vacation programme Summer Vacation programme Articles of Clerkship	LLB BCom Law Ba Law	<a href="http://www.gminc.co.za/">http://www.gminc.co.za/</a>  or email <a href="mailto:mmhlongo@gminc.co.za">mmhlongo@gminc.co.za</a>
Gordon Institute of Business Science	Graduate development programme Bursaries Academic qualifications	Various degrees	via the GIBS website <a href="https://www.gibs.co.za/">https://www.gibs.co.za/</a>
Hopscotch	All overseas <ul style="list-style-type: none"> <li>• Au Pairing</li> <li>• Ski Resort</li> <li>• Summer</li> <li>• Camp</li> <li>• Yachting</li> <li>• Cruise Ship</li> <li>• Photography</li> </ul>	All degrees	+27 71 234 7741  Instagram: <a href="https://www.instagram.com/hopscotchtravelsa">@hopscotchtravelsa</a>  Website: <a href="https://www.hopscotchtravel.co.za">hopscotchtravel.co.za</a>

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MacRobert Attorneys	<p>Candidate Attorney vacancies for commencement in 2026 and 2027</p> <p>Vacation work Student Programme (Pretoria) over June/July 2025 recess</p>	Law Students who are currently studying towards their Law Degree	<a href="https://macrobert.simplify.hr/">https://macrobert.simplify.hr/</a>
Naked Insurance	<p>Full Stack Software Developer</p> <p>Actuarial Analyst</p> <p>CX Specialist</p>	LLB	<a href="mailto:jobs@naked.insure">jobs@naked.insure</a>
Ninety One	BCom InvMan Acceleration Programme 2026	<p>Hons and Master's students in Technical Degrees (e.g., medicine, engineering) and Non-technical Degrees (e.g., Law, Political Science, or Arts)</p> <p>Faculty of Science Degree</p>	<p>Apply on the careers page using the below link:</p> <p><a href="https://externalcareers.ninetyone.com/experienced-hires/details.html?nPostingId=1212&amp;nPostingTargetId=3541&amp;id=QR2FK026203F3VBQBLOV779MZ&amp;LG=UK&amp;languageSelect=UK&amp;mask=ninetyone">https://externalcareers.ninetyone.com/experienced-hires/details.html?nPostingId=1212&amp;nPostingTargetId=3541&amp;id=QR2FK026203F3VBQBLOV779MZ&amp;LG=UK&amp;languageSelect=UK&amp;mask=ninetyone</a></p>
PwC	<p>Grad Programmes:</p> <ul style="list-style-type: none"> <li>• SAP</li> <li>• Risk &amp; Regulations</li> <li>• Forensics</li> <li>• Foundation of The Future</li> <li>• Deals</li> <li>• Cyber Security</li> <li>• Reward Academy</li> <li>• Kick Start Your Career</li> </ul>	<p>Degrees (Hons):</p> <ul style="list-style-type: none"> <li>• LLB Law</li> <li>• BCom Law</li> </ul> <p>and many more</p>	<a href="https://pwcza-graduate.erecruit.co/candidateapp/jobs/Browse">https://pwcza-graduate.erecruit.co/candidateapp/jobs/Browse</a>

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Ramatsitsi Attorneys Inc – A law firm based in Hatfield	December vacation work Job Shadowing Two-year articles (PVT)	Completed LLB qualification Final year LLB students	You can apply by sending the following documents to <a href="mailto:info@ramatsitsiattorneys.co.za">info@ramatsitsiattorneys.co.za</a>  Along with: Two-page CV Academic record 1 page Cover letter Certified ID copy Matric results
Sanlam	Actuarial Graduate Sanlam Digital and Data Academy SAICA Trainee Accountant programme Risk and Compliance graduate Marketing graduate Human Capital graduate OT/Disability graduate Santam Graduate Programme	LLB and BCom Law	Sanlam Career site: <a href="https://lnkd.in/dgRws9Cu">https://lnkd.in/dgRws9Cu</a>
Savage Jooste & Adams Incorporated.	Articles – 2027 + Vacation work Programme (Third Year Students Only) – 2026 Third Year Students (2025 Applications Closed)	LLB	Natasha Venter 012 452 8200  <a href="mailto:natashav@savage.co.za">natashav@savage.co.za</a> <a href="mailto:enquiries@savage.co.za">enquiries@savage.co.za</a>

NAME OF COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT / HOW TO APPLY
Spoor & Fisher Specialises in intellectual property (IP) law.	<p>Internship / Articles</p> <p>Vacation work programme has been replaced with an IP day which will be held on the 3rd of July 2025 at the Centurion office.</p>	LLB graduates, wanting to build an exciting, future-focused legal career in trade marks, copyright or anti-counterfeiting.	<p>Apply for Articles or IP day by sending copies of your Cover letter, CV, ID, Matric Certificate and Updated Academic Record to <a href="mailto:articles@spoor.com">articles@spoor.com</a></p> <p>Please ensure that you rename your documents with your name, the document name, and Articles year.</p> <p><a href="https://spoor.com/candidate-attorneys/">https://spoor.com/candidate-attorneys/</a></p>
Webber Wentzel	<p>Bursaries</p> <p>Articles</p>	Law (LLB)	<p>Candidate Attorney Programme:</p> <p><a href="https://www.webberwentzel.com/Careers/Early-Careers/Pages/Our-Programmes.aspx">https://www.webberwentzel.com/Careers/Early-Careers/Pages/Our-Programmes.aspx</a></p>
VAT IT	Full time employment straight after graduation in the operations, client service, sales, finance, and tech spaces. We also have a SAICA accredited TOPP articles programme for accounting students.	BCom and BCom Hons LLB	



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Werksmans Attorneys	<p>2025 Winter Vacation work &amp; 2027 Candidate Attorney Programme (PVTCT)</p> <p><b>First Intake</b> Opening date: 1 February 2025</p> <p>Closing date: 30 April 2025</p> <p>2025 Summer Vacation work &amp; 2028 Candidate Attorney Programme (PVTCT)</p> <p><b>Second intake</b> Opening date: 1 July 2025</p> <p>Closing date: 30 September 2025</p>	BA Law, BCom Law & LLB	Applicants should apply by submitting an online application on <a href="https://www.werksmans.com/graduates/">https://www.werksmans.com/graduates/</a>



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[www.werksmans.com/graduates](http://www.werksmans.com/graduates)

NAME OF COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT / HOW TO APPLY
Bain and Company	Internship Permanent	Sciences degree	Please apply via our website <a href="https://www.bain.com/careers/">https://www.bain.com/careers/</a>  <i>(with your cover letter, CV &amp; full academic results to date (Matric certificate included))</i>
Baker McVeigh International	Junior Associate Programme Student Travel Bursary	Bachelor of Veterinary Science	Contact: <a href="mailto:spies@bakermcveigh.com">spies@bakermcveigh.com</a>  or visit our website <a href="https://www.bakermcveigh.com/">https://www.bakermcveigh.com/</a> and click on "Careers"
CNP Pet Nutrition	Animal Nutritionist: • Companion Animal • Pet Food Development (Cape Town)	BSc, Hons Animal Science BVSc with Nutrition Specialty MSc Animal Science  Any additional supporting courses and Diploma's in companion animal nutrition will be advantageous.	Please email your CV and cover letter to our Operations Manager, Penny, at <a href="mailto:penny@cnpnutrition.com">penny@cnpnutrition.com</a>
Cultural Care Au Pair	Become an au pair in the USA (Cultural Exchange programme)	All degrees	Apply via our website: <a href="http://culturalcare.co.za">culturalcare.co.za</a>  Email: <a href="mailto:aupair.za@culturalcare.com">aupair.za@culturalcare.com</a>

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Hopscotch	All overseas <ul style="list-style-type: none"> <li>• Au Pairing</li> <li>• Ski Resort</li> <li>• Summer</li> <li>• Camp</li> <li>• Yachting</li> <li>• Cruise Ship</li> <li>• Photography</li> </ul>	All degrees	+27 71 234 7741  Instagram: @hopscotchtravelsa  Website: hopscotchtravel.co.za
OPTIVET	Veterinarians, Veterinary nurses and Animal Health Technicians.	Bachelor of Veterinary Science	Amanda Giessing: amanda@optivet.co.za or 074 453 8133  Deshnie Chetty: deshnie@optivet.co.za or 071 681 8208
TAH   The Animal Hospital and Vetshop	Graduate programme and Permanent roles Supported by Snr Vets, Day off on your Birthday  Located in Cape Town, Durban and Johannesburg	BVSc, BVetNurs	Send your CV to joinus@tah.co.za
V-Tech Pty Ltd	Permanent employment or Internships	BVSc BVetNurs BPharm	Via email to: hr@v-tech.co.za

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Cultural Care Au Pair	Become an au pair in the USA (Cultural Exchange programme)	All degrees	Apply via our website: culturalcare.co.za  Email: aupair.za@culturalcare.com
Deloitte	Vac work Grad Programm Junior Positions	BSocSci	<a href="https://www.deloitte.com/za/en/careers/explore-your-fit/students/graduate-programmes.html">https://www.deloitte.com/za/en/careers/explore-your-fit/students/graduate-programmes.html</a>
Hopscotch	All overseas <ul style="list-style-type: none"> <li>• Au Pairing</li> <li>• Ski Resort</li> <li>• Summer</li> <li>• Camp</li> <li>• Yachting</li> <li>• Cruise Ship</li> <li>• Photography</li> </ul>	All degrees	+27 71 234 7741  Instagram: @hopscotchtravelsa  Website: hopscotchtravel.co.za
Naked Insurance	Full Stack Software Developer Actuarial Analyst CX Specialist	BA degree	jobs@naked.insure
Route Management (Pty) Ltd	Internships Grad programs Apprenticeships Training Centre	Human Resources	Email: internapplications@satb.co.za  Bloemfontein: 051 409 1700
Ninety One	BCom InvMan Acceleration Programme 2026	Hons and master's students in Technical Degrees (e.g., medicine, engineering) and Non-technical Degrees (e.g., Law, Political Science, or Arts) Faculty of Science Degree	Apply on the careers page using the below link:  <a href="https://externalcareers.ninetyone.com/experienced-hires/details.html?nPostingId=1212&amp;nPostingTargetId=3541&amp;id=QR2FK026203F3VBQBLOV779MZ&amp;LG=UK&amp;languageSelect=UK&amp;mask=ninetyone">https://externalcareers.ninetyone.com/experienced-hires/details.html?nPostingId=1212&amp;nPostingTargetId=3541&amp;id=QR2FK026203F3VBQBLOV779MZ&amp;LG=UK&amp;languageSelect=UK&amp;mask=ninetyone</a>



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### Graduates in Training:

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- IT / Comp. Science
- Finance / Procurement
- Human Resources

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<https://columbus.mcindirecthire.com/external/currentopportunities>



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Cultural Care Au Pair	Become an au pair in the USA (Cultural Exchange programme)	All degrees	Apply via our website: culturalcare.co.za  Email: aupair.za@culturalcare.com
Department of Correctional Services	Graduate development programme Internship Permanent Contract Bursaries	1st year until Doctorate	<a href="http://www.dcs.gov.za">http://www.dcs.gov.za</a>
Hopscotch	All overseas <ul style="list-style-type: none"> <li>• Au Pairing</li> <li>• Ski Resort</li> <li>• Summer</li> <li>• Camp</li> <li>• Yachting</li> <li>• Cruise Ship</li> <li>• Photography</li> </ul>	All degrees	+27 71 234 7741  Instagram: @hopscotchtravelsa  Website: hopscotchtravel.co.za
SOS CHILDREN'S VILLAGE MAMELODI	Job Shadowing	All Theology degrees	Email: Lynnette.mataha@sos.org.za
South African Qualifications Authority	PSET System	All Theology degrees	<a href="https://www.saqa.org.za/">https://www.saqa.org.za/</a>  Email: SAQAInfo@saqa.org.za



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