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2016

Graduate Career Guide

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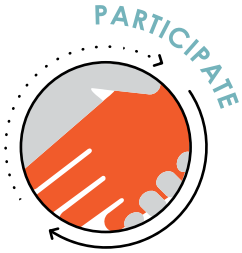

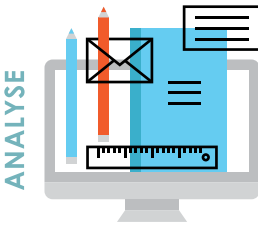

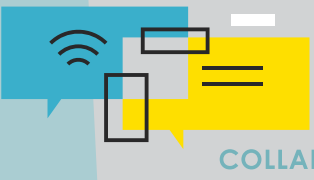

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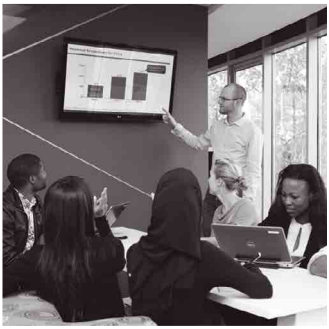

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Graduate Career Guide

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UNIVERSITY OF PRETORIA
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The Graduate Career Guide is published once a year, in May, by the UP Graduate Career Office.

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Janine Smit Editorial Services

Graduate Career Guide

Letter from the editor

Dear Tukkie

Congratulations! You are nearing the end of your undergraduate journey. Soon you will be done with your degree and the world will be your oyster.

But before you reach that stage, it is important to ensure that you have thought about your future after you complete your undergraduate studies. Here are some fundamental questions you will need to ask yourself: What next? Will I study further? Will I apply for a job? If I intend to get a job, what kind of job do I want?

Those of you who are planning to enter the world of work will be tasked with choosing your ideal job and employer, developing job-seeking skills and securing your first job. The Graduate Career Office (GCO) offers a variety of tools to assist with the "transition-to-work" phase. Although the job search might prove frustrating, complex and time-consuming, if done correctly, it will result in a first job that is compatible with your skills and interests, and also one that provides a more satisfying start to your career.

The Graduate Career Guide is a booklet that touches on a variety of career-related topics. These topics include tips for writing your curriculum vitae (CV) and cover letter, preparing for an interview, the contact details and profiles of various prospective employers, and many more. The GCO arranges career days to expose you to a variety of employment opportunities at some of South Africa's top employers. This year is especially exciting as the GCO will be launching its new career portal, CareerHub, where you will be able to make appointments for assistance in compiling your CV and cover letter, an interview preparation session, as well other employability and career-related activities.

The GCO wishes you success for your future and shares in your excitement as you complete your degree. We look forward to seeing you at our various career events and providing you with the necessary support to embark on your professional career.

Katlego Mashego
Manager: Graduate Career Office

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All-year round

- Graduate Recruitment Handbook
- Unofficial presentations
  Unofficial exhibitions
- General venue hire
- Job and other adverts on UP's website
- SMS hire
- Student ambassador hire

March

- 2: Law Career Day

April

- 7: Accounting Day (Non-auditing)
- 12: Engineering and Built Environment Career Event
- 13–14: General Career Fair

May

- 19–20: Agri-Food Career Fair
- 27: Actuarial Career Day

July

- 20–21: IT Career Event
- 22: Supply Chain Management Career Day

August

- 2–4: Career presentations
- 16–18: Career presentations

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Graduate Career Guide

Learn from graduates

Bastian Ilunga

Job title:
Graduate Trainee – Operations,
FNB International

What did you study?
Electronic Engineering

What is the company culture?
FNB is all about innovative ideas and strategies to reach out to customers. The culture therefore follows a very non-traditional style to banking and the banking environment. Employees are encouraged to practice a bit more flexibility towards aspects such as the way they interact with each other and the way ideas and suggestions are passed through to management.

What is exciting about your work?
The thing that excites me the most about working at the office is the great sociability that exists in our office environment. We manage to relate very well without too much effort so interaction with the members of staff really provides me something to look forward to.

Do you have advice for students entering the job market?
My biggest word of advice would be to enter the job market prepared to be adaptable and flexible. One can find that the work one is doing is causing unhappiness in one's work life. Further analysis, however, could actually reveal that the unhappiness is really caused by the employee being naturally very rigid towards roles and tasks. That lack of flexibility is the deciding factor. Allowing yourself to be a bit more open-minded with regard to your roles and responsibilities could ease up the stress you build up towards a positive approach to work.

What would you have done differently during your years at university?
What I would definitely have done differently during my university years would have been to alter my mentality towards producing quality material with regard to tests and assignments. Many times I would find myself in a mentality that would make it fine for me not to produce my best work as long as it was enough not to fail the assignments. What that really did was actually handicap my abilities and potential, creating a long-term ideology that would stick with me as I grew, and affected all aspects of my life.

Graduate Career Guide

Learn from graduates

Michael Valente Chilro

Job title:
Business Analyst, FNB Contact Centre

What did you study?
BCom Honours degree in Informatics

What is the company culture?
FNB's company culture is very laid back and comfortable. This makes it easy to ask questions and get help when you really need it.

What is exciting about your work?
Every day I get to put a piece of my mind inside FNB. In every project I do, my creativity is stimulated and used to solve real-world problems that have a direct impact on the customer. Anyone who uses the system will see my work in action. It all starts with the business analyst. He has free reign over creativity and deciding how the solution comes together.

What advice would you give to students entering the job market?
My advice to any student entering the job market is never to lose sight of what makes you you: "You bring yourself to work!" Many people leave their personalities at home and become robots. Bringing yourself to work means that you should just be yourself at work.

What would you have done differently during your years at university?
As a student, I would have liked to have taken part in internships and summer jobs, and would have loved to have gained exposure to the industry. That would have made the transition to work much easier.

Graduate Career Guide

Learn from graduates

Chernei Jade Narain

Job title:
Graduate Trainee – Fraud Analyst, FNB

What did you study?
BCom Honours degree in Marketing Management

What is the company culture?
FNB is very family-orientated. This is evident from the moment you step through the doors. All the staff members are friendly and welcoming. Receptionists greet you with a smile. In my department, the staff are also very helpful and encourage each other to ask questions through interactive learning processes. We all receive individual attention to ensure that we perform at our utmost. FNB also tries to ensure that there is work-life balance to create a well-rounded employee.

What is exciting about work?
The specific department in which I have been placed is a very fast-paced one. This ensures that we are always busy as we are given new projects to tackle. These projects are interesting in my line of work as a lot of "detective" work needs to be done. This is intriguing and I sometimes lose track of time. That's when you know you really enjoy your work.

What advice would you give students entering the job market?
Always make sure you work to the best of your ability. Ask a lot of questions and interact with whoever you meet. Networking is vitally important, because the people you know can get you very far. Another tip would be to take a job in which you know you will be able to grow, regardless of what you may have studied. You can always apply what you have studied in your new field of work somehow. For example, I studied marketing, but was placed in the fraud department at FNB.

What would you have done differently during your years at university?
There is not much I would change with regard to my previous years of studying – although, looking at how far I've got, I think the one thing I would have done differently would have been to add more electives to my course of study.

Graduate Career Guide

Learn from graduates

Fatima Noormohamed

Job title:
Graduate Trainee (Actuarial Analyst), FNB

What did you study?
BSc Actuarial Science

What is the company culture?
The culture at FNB is extremely welcoming and supportive. This is absolutely crucial because it can be daunting coming straight out of university. FNB takes great care, time and effort in ensuring that the workforce is not treated as just employees, but as a family. The structure at FNB enables you to get help when you need it. It is not just a hierarchy of employees.

What is exciting about your work?
I am in the Analytics Division of Strategic Credit in Private Wealth. This is really interesting because I work first-hand with real data, do simulations to predict trends and get to actually use my theoretical actuarial knowledge. Right from the start, your input and value is added, which is really fun! You're taken in as a competent employee and not just as a graduate!

Do you have advice to students entering the job market?
If you're just entering the job market, be sure to know exactly what you want in a role and see if the companies that you're applying to are aligned with your expectations in terms of growth, job description and location. Look for a company that won't just throw you in the deep end, but don't limit your growth. In interviews the employer shouldn't be the only one asking questions. Don't be shy!

What would you have done differently during your years at university?
Absolutely nothing. I enjoyed my varsity years, made lots of friends and am proud of my performance.

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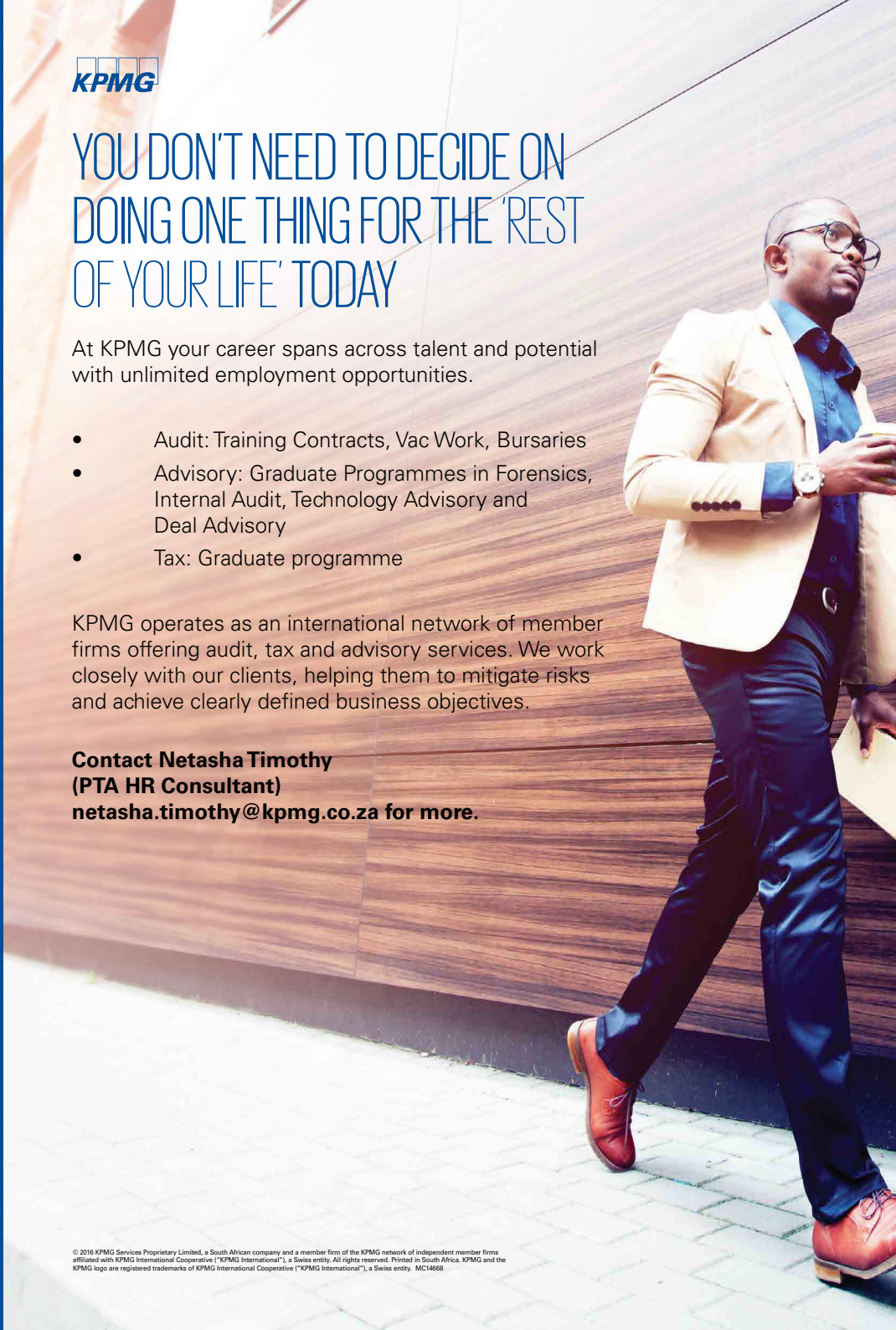

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We are also recognised for the efforts we make to alleviate poverty, support education and protect the environment around the world. Because we are part of a global network, KPMG people also have the chance to gain valuable international experience. We believe interaction and collaboration creates better opportunities that allow us to better understand and embrace diversity, and brings about the possibility for development.

Apart from creating an opportunity to meet new people, broaden knowledge and experience as well as foster a sense of belonging, our social networks play a supportive role in our recruitment, engagement, retention and business growth efforts.

We strive to create fulfilling career opportunities. All our people receive training through our Learning and Development programme, among other avenues, to ensure that they grow themselves to better serve our clients and add increasing value.

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Graduate Career Guide

Learn from graduates

Mmawaja Prudence Matswake

Job title:
Graduate Trainee - Actuarial Analyst, FNB

What did you study?
BCom Statistics

What is the company culture?
There is a culture of openness. We get the opportunity to rub shoulders with managers and CEOs. We work in an open environment where we get to see and interact with our colleagues. Teamwork forms a very important part of our culture. We truly live our slogan: “How can we help you?”. We are entrusted to do our work without being micro-managed. With flexible working hours, we get the opportunity to choose to work the hours we know we are most productive. It is such a wonderful experience. I always look forward to going to work knowing that I will find my teammates there. My place of work has become like a second home for me because of the love and support I get there.

What is exciting about your work?
The opportunity to interact with managers and CEOs is an inspiration. I learn so much from the conversations I have with them. My work involves having to explain what is happening in the economy and financial markets and how that relates to the company output. Forex is an exciting work environment. You get to gain insights into how the bank makes money and what factors play a part in determining the rates. I also work closely with the finance department, which gives me exposure to how everything is interconnected.

What advice would you give to students entering the job market?
Very often we hear people say that whatever you learn in a classroom situation will not be applicable in your workplace. For me, this is not true at all. I actually found a lot of what I studied to be helpful here, which made me wish I had paid more attention in class. So my advice to you all is: pay attention to what you are being taught, both the theory and the technical aspects of the module. You will need the theory to understand and explain the reason behind certain trends in the market or simply to explain why something is happening. Otherwise, be yourself and do your best. There is only one you, so make the best of the time you have to do all that you can do.

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Graduate Career Guide

Learn from graduates

Sing-Rong Chen

Job title:
Graduate Trainee – Risk Analyst, FNB

What did you study?
BCom Law, followed by a BCom Honours degree in Business Management

What is the company culture?
The company culture is flexible and unstructured. Business units promote openness as line managers are approachable. Business units also promote ongoing learning, development and training.

What is exciting about your work?
I enjoy the staff benefits and meetings, as well as working with friendly people in FNB. The work environment provides an ideal work-life balance that allows one to work flexible hours.

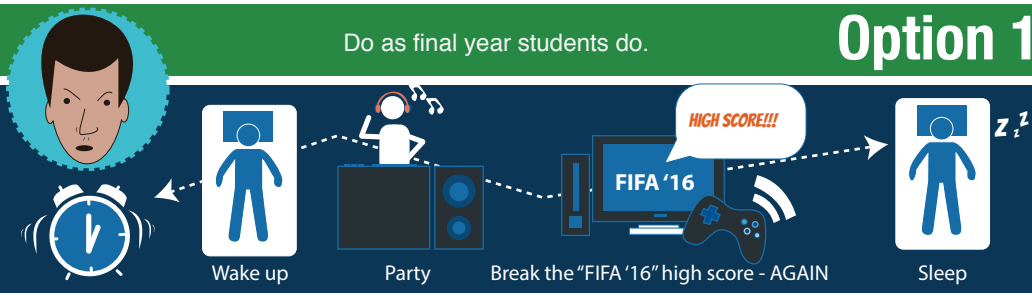
What advice would you give to students entering the job market?
Start looking for job opportunities early in your first or second year, as this will give you a head-start as to where and for who you would like to work for in the future. Apply for internships and vacation work at various companies – just to gain exposure to what the company expects of its employees.

What would you have done differently during your years at university?
Be part of a student organisation for at least two years. I should have attended more networking events and career days hosted by the University, and applied to be an assistant in the Department.

FINAL YEAR! NOW WHAT ?

Option 1

Do as final year students do.



Option 2

Maintain (what you hope) is the perfect balance between the present and your future.

Option 3

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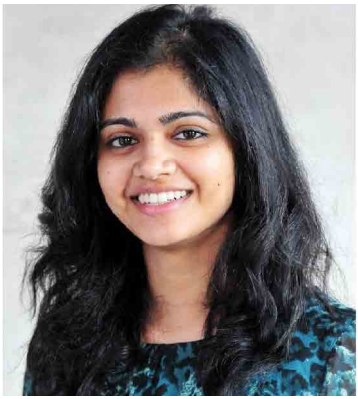
Learn from graduates



Yajna Maharaj

Job title:
Graduate Trainee – Strategic Analyst, FNB

What did you study?
BEng Industrial (Hons)

What is the company culture?
The environment is collaborative, dynamic and results-driven. Each business unit offers something different, and self-growth is a priority. The overall culture is friendly and easy-going.

What is exciting about your work:
There is so much opportunity to learn! The commercial sector is complex, especially at an international level, and it is fascinating to watch the interaction of various factors play out. Team members also usually have skills that are so different to yours and you find yourself developing new interests and passions you had never considered before.

What advice would you give to students entering the job market?
Keep your options open. Because the working world is new to you, you haven't begun to truly identify your career path or what makes you tick. It could be something you least expect, like an engineer working in a bank!

What would you have done differently during your years at university?
I would have stressed less about work. Have faith that you will naturally gravitate towards what you enjoy doing.

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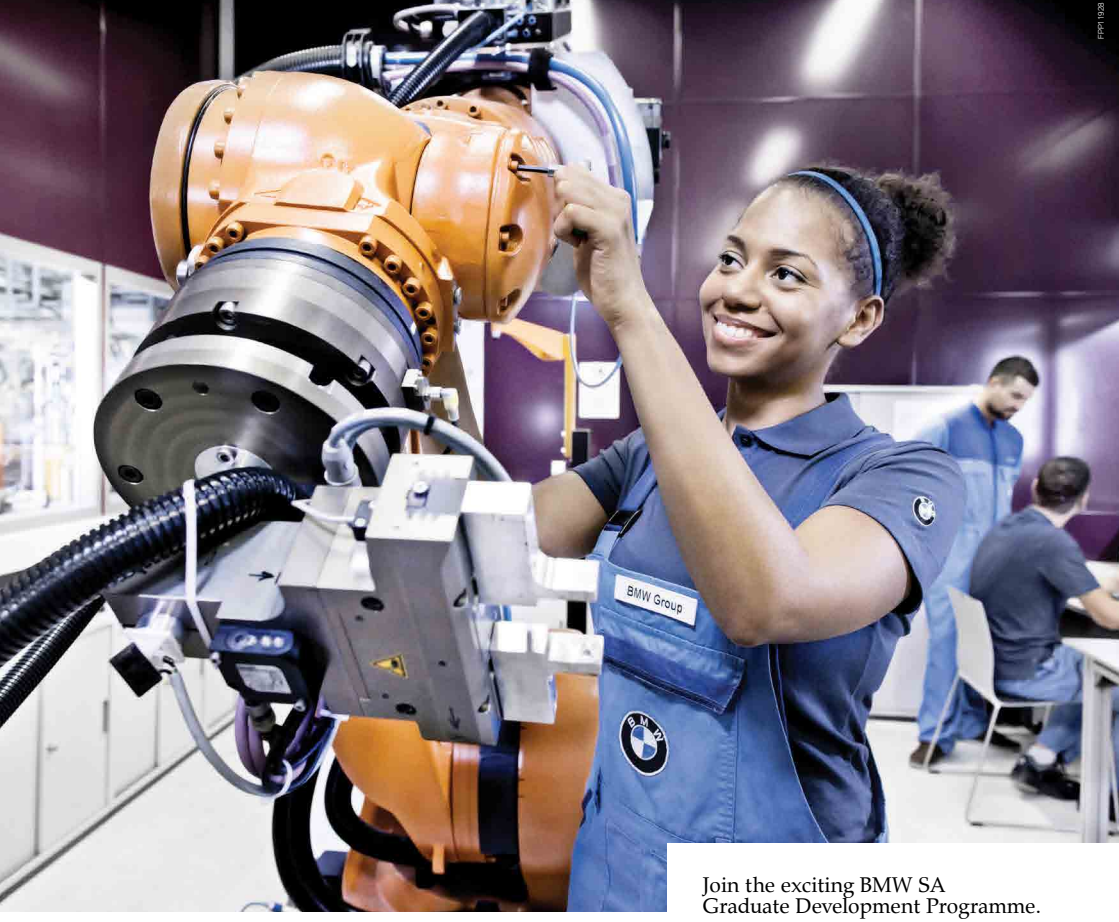

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You should have:
- A Bachelor's degree in Business Sciences / Business Management / Business Administration focusing on Management / IT
- At least 6 - 12 months professional work experience
- An academic average of 70% is a must
- Strong communication skills, both written and verbal, are not negotiable
- Golden Key Society Membership is an added advantage.

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Graduate Career Guide

Does your resumé have social power?

How to get the coveted 'social edge'

It seems like social media is everywhere. You can't turn on the television without hearing about the latest celebrity tweet. Businesses are rushing to Twitter and Facebook – even if they're not quite sure what they stand to gain. To some, social media is refreshing and authentic. To others, it is vapid and tasteless. But one thing is for sure: the commercial world has embraced it with astonishing speed. That includes your next employer.

Social media has the ability to shape, generate, and channel "buzz" like nothing else. It helps people decide which products, services, ideas and colleagues are worth their limited attention. The question: How can your resumé benefit from lessons that businesses have learned about positive press through social media? The answer: Your resumé needs a "social advantage" built on genuine testimonials.

All tweets and Facebook updates are tiny little testimonials. Facebook has led the way in making this clear with the ubiquitous "Like" button and featured stories. All these tools are compelling because we are more likely to believe opinions from people we know – or at least, people we identify as "like us" – than strangers. When we identify someone as having an angle, that person loses credibility by the bucketload.

Employers know your resumé has an angle: to get a job. So, how can you leverage social authority in a way that speaks to their need, without making them feel as if it is part of a sales pitch? The key is sourcing and selecting the right kind of quotes about your past work and distributing them through your resumé.

Giving your resumé the social advantage

LinkedIn makes it easier than ever to collect kudos about your past job performance without the awkwardness. Through LinkedIn, it is easy to request and trade endorsements. Supervisors, colleagues and clients can get involved. But you should always collect endorsements strategically, with your end goals in mind.

Continued on page 22

When a career in banking beckons

Dog lover | BCom (Hons) Investment Management
Product Analyst, RMB Corporate Banking

There was never doubt in her mind that she wanted to work for a bank one day. Not even the strenuous daily commute from Pretoria to Johannesburg has deterred her from chasing her dream. Lesego Basini is currently carving out a career as a Product Analyst for RMB Corporate Banking.

Like most RMB grads, Lesego's first encounter with RMB was through the annual Winter School. It was during this time that she discovered the various avenues in the Bank where she could apply her B.Com Investment Management skills. Lesego subsequently enrolled for the Bank's Graduate Programme and so made her way to RMB Corporate Banking.

She enjoys liaising with Corporate Banking clients in her role as Product Analyst and hopes to slowly but steadily climb the corporate ladder. Although she experienced the typical disconnect between theory and what she learnt at varsity and work in practice, she has no regrets. In fact not having regrets is one of her mottos in life. She is always reminded, by her mother's words of wisdom, to always follow your dreams and to never give up.

When Lesego is not working hard for RMB Corporate Banking she tries to catch up on lost sleep over weekends and plans to volunteer at her local SPCA soon. Had it not been for her total lack of interest in physics, she would've loved to have become a vet. For now, she is loving her job at RMB.

Be a part of the equation.

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

RMB

Graduate Career Guide

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When your resumé reaches the hiring decision-maker, that person will often forward it to colleagues in other departments who are impacted on by the decision. That means there is already a "social network" evaluating your resumé. If you've been in your industry for a while, you can figure out some connections: for example, a sales engineer is closely connected to IT and sales.

When you know the cross-functional connections that influence the hiring decision, you can collect endorsements that appeal to each "link" in this social network. If you suspect your resumé will be evaluated by operations, marketing, and finance professionals, you can focus on collecting endorsements from colleagues in these areas. Then, it becomes a matter of displaying endorsements on your resumé in an engaging way.

Using social power shows innovation

One of the most common problems with resumés is that even when your achievements are outstanding, your document may look and read like hundreds of others. A socially based resumé shows you are focused on the needs of the company you are applying to – that you want to work there, not just anywhere. This projects confidence!

A social resume leaves a tremendous impression, but it has many moving parts: from the networking to the employer research to the visual design and strategic use of quotations. A socially focused resumé is best if you know exactly what company you wish to work for and what role you want. This way, you can determine just who your readers will be.

Another opportunity this kind of resumé creates comes from the fact that it looks and reads differently from a traditional document. Open positions may attract hundreds of resumés, and the majority look like the old Microsoft Word resumé template documents that recruiters have read countless times. By emphasising the social aspect of your career, you easily stand out in a huge crowd.

Is a social resumé right for you?

A social resume may not be your best bet if you are testing the waters in a field and do not have a specific goal in mind. Likewise, it's not a practical tactic when your job search has to start right away. But if you are focused on a specific role at a specific company, finding and displaying the right quotations can make all the difference. Through the opinions of others, decision-makers are invited to feel as though they already know you; and that's precisely the feeling that will make them eager to talk to you in person.

Reasons why you NEED a social resumé

Having a social resumé is becoming very necessary in today's job search. It's a great way to promote your personal brand and get an employer's attention.

(Continued on page 25

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Sunlight OMO dirt is good OLA Domestos Knorr AXE Vaseline Dove POND'S Rama

Graduate Career Guide

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So, what's a "social resumé" anyway? Basically, it is an online version of your resumé that appears on a social networking site like LinkedIn or on your own personal domain or website.

But why are social resumés necessary in a job search? Here are four great reasons:

1. It helps employers get to know you

Having a social resumé is important because the people who are hiring want to know what you are like, according to many top recruiting firms.

"Your paper resumé is what you did, but your social resumé is who you are," says Salosh Govender, publisher of the *Graduate* magazine. "Employers and recruiters are increasingly scanning candidates' social profiles to evaluate them against company culture. They want to know if this person will be a "good fit". The things you like on Facebook, your tweets and blog posts are all clues for them to make this determination."

2. It makes you stand out

"If you can present a clean, polished look with your knowledge, skills and abilities online, it could set you apart from the competition," says Salosh. "It's also practical to take a paper copy of your resumé with you to an interview. In many interview situations, there won't be a computer available to pull up your social resumé, so it's best to have old-fashioned paper."

3. It keeps you relevant

According to Salosh, if you're applying for a job with a start-up or small business, it's in your best interest to have a social resumé.

"Entrepreneurs are more interested in what you can do for their company tomorrow than what you did for someone else's company yesterday," she says.

She suggests focusing on getting all your information online (wording in a way that specifically speaks to the interests of the start-up you're targeting). Then, hit them from all sides: "like" them, tweet their links to your social resumé, retweet their stuff, comment on their company blog. Get social!

4. It allows you to show off

Social resumés also allow you to flaunt more of your accomplishments. With a regular resume, you're only limited to one or two pages of tightly focused content.

According to Salosh, you can utilise the space in your LinkedIn profile to elaborate on key project roles, accomplishments and other information that you wouldn't be able to squeeze into a resume.

"It's not going to make or break your job search," says Salosh, "but why not take the time to set it up for networking purposes and to entice potential employers down the line?"

Continued on page 27

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Graduate Career Guide

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Why social media is the new resumé

Twitter

If you're looking to create new connections and show that you know your stuff, Twitter is an ideal platform. If you use it right, it can act as a stellar covering letter and portfolio.

You need to be choosy when deciding who to approach. Sometimes a company feed can be good to monitor corporate news and jobs, but you might be better off building connections with individual people in the organisation.

Once you've started to make contact within your target sector, it's time to impress with your knowledge. Use your Twitter stream to show potential employers that you're up to date with what's going on in your industry.

Don't just retweet and post your own observations: take part in discussions. Employers want people who can collaborate and add value to their workplace. Twitter is an ideal platform to demonstrate this.

LinkedIn

You probably already have a LinkedIn profile, but are you getting the most out it? It's often used as an online version of your regular CV, but you can use it in a way that's much more helpful for potential employers.

It's easy to add examples of your work to your profile, either by embedding a link or uploading files. You could upload a presentation to Slideshare or link to a case study that you worked on or a company blog.

"Looking at a candidate's LinkedIn profile is a fairly standard part of recruiting," says Salosh. "We notice when someone's gone to the effort of adding examples of work."

Choosing a few groups to contribute to is another tactic that can make you stand out. Be selective: look for groups with genuine interaction and decide what your objectives are. Do you want to just connect with people or would your portfolio benefit from speaking opportunities or contributing to an industry blog?

Pinterest

Pinterest might be better known as a home for recipes and fashion photographs, but it can be an excellent place to keep portfolios. As you can have a variety of different boards, this gives you exceptional flexibility on how to present yourself.

Article submitted by
Ms Salosh Govender
Publisher of the *Graduate* Magazine
Website: www.gradz101.co.za
Email: info@gradz101.co.za

Company profiles

IQ Business (Pty) Ltd

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

Degrees we consider: Business and technology-related degrees with majors in Finance, Risk, Engineering, Computer Science, Information Technology and Information Systems	**Ideal candidate profile:** We are looking for inspired, passionate and motivated graduates with a keen interest in management consulting, solving problems and finding new and better ways of doing things.
Opportunities offered: 12-month Internship	**How to apply:** Apply via our online application site: futureme.iqbusiness.net
Website: www.iqbusiness.co.za	
Closing date: 31 August 2016	

MOYO Business Advisory (Pty) Ltd

We are looking for the most dynamic and ambitious graduates to join our company in 2017. The Graduate Programme offers an exciting opportunity to bridge the gap from student learner to being an experienced business consultant within a professional environment. MOYO was established in 2007 with the objective to solve business problems through a range of services associated with business- and IT-projects. This is executed by a range of adaptation professionals like architects, business analysts and project managers. As a graduate business consultant, you will have the opportunity to experience and contribute to actual, corporate projects and gain exposure to various service offerings, technologies and disciplines. You will have continued support, mentoring and guidance from some of the best consultants and managers in the field, while building an exciting career and lasting relationships.

Degrees we consider: - All IT-related degrees (BSc, B.IT, BCom, etc) - Industrial Engineering	**Ideal candidate profile:** We are looking for candidates who are innovative, proactive, results-oriented, analytical and confident. Choose MOYO if you have an entrepreneurial spirit, are not afraid to take initiative and have a hunger for learning.
Opportunities offered: Graduate programmes (including permanent employment). Successful applicants may also be eligible to further their studies through the business during this programme, as well as establish a permanent career path within MOYO.	**How to apply:** Submit CV, academic record and ID to recruits@mba.za.com. .
Website: www.mba.za.com or www.moyoanalytics.co.za	
Closing date: 30 September 2016	

Future Me

If you could send an important message to your future self, what would it be?

Goto - http://futureme.iqbusiness.net

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Company profiles

Spoor & Fisher

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patents • trade marks • copyright

Spoor & Fisher is a specialist, full-service, international intellectual property (IP) law firm, with a particular focus on providing services throughout Africa, the Middle East and the Caribbean. The practice covers all aspects of intellectual property law, including patents, trade marks, copyright and designs, related litigation, commercial transactions, due diligence and portfolio management. Our Trade Mark Department has specialist teams dealing with anti-counterfeiting and ambush marketing, while the Patent Department has experts in biotechnology, chemistry and pharmaceuticals, mining and mechanical inventions, nanotechnology, electronics, business method- and computer software-related inventions.

Degrees we consider:
LLB

Ideal candidate profile:
Spoor & Fisher is a boutique firm specialising in all fields of IP law – and so a genuine interest in IP law is absolutely essential. Successful candidates will be articulate and show consistency in their academic results; they must also be willing to use their initiative and have the drive required to succeed. A mind attuned to innovative thinking will be a decided advantage, as will proven leadership abilities. Spoor & Fisher has a caring culture and we look for applicants who have shown commitment to the welfare of their communities and individuals.

Opportunities offered:
Candidate attorney articles 2018

Website: www.spoor.com

Closing date: 30 September 2016

How to apply:
Email your CV, cover letter, academic record and ID to:
s.scott@spoor.com

K2

K2®

K2 is a software company that designs applications to automate business processes. K2 has a simple philosophy: Hire talented people and empower them to push the boundaries of what's possible. Work hard and play harder. Our atmosphere is open, innovative and fun. We encourage creativity and optimal collaborative results. Joining this fast-growing business means tremendous career and technology opportunities, coupled with the satisfaction of creating great solutions that help transform our customers' businesses.

Degrees we consider:
Bachelor's degree in Computer Science or other technical software development degree.

Ideal candidate profile:
We are looking for an enthusiastic, vibrant software graduate with a passion for technology and creative problem solving. This is an entry-level learner position with endless opportunities to grow technically, enjoy the excitement of resolving complex issues and learn from the best in the industry.

Opportunities offered:
Graduate development programme and internship

Website: www.k2.com/

Closing date: 1 November 2016

How to apply:
Apply online: associate.k2.com
or send an email with a copy of your CV to:
AssociateSA@K2.com

Many **factors** interact to make a successful **career.**

Careers at Spoor & Fisher

ABOUT US

Spoor & Fisher specialises in all aspects of intellectual property law including patents, trade marks, copyright and designs. This includes related litigation, commercial transactions, due diligence, portfolio management and audits. In addition to the normal services, our trade marks department has specialist teams dealing with anti-counterfeiting and ambush marketing and our patent department has specialist teams dealing with biotechnology, nanotechnology and computer software related inventions. Together with Spoor & Fisher Jersey, our associate office in the Channel Islands, we provide a service in filing patents and trade marks in South Africa, the rest of Africa, the Middle East and the Caribbean.

To best serve the needs of our clients we have offices in Johannesburg, Cape Town and Pretoria.

WHAT IS INTELLECTUAL PROPERTY (IP)?

Successful innovation and marketing attracts imitators. In a competitive world it is increasingly important for businesses to protect the originality of new products, the confidentiality of know-how and the distinctiveness of names, trade marks and get-up.

These aspects are referred to collectively as "intellectual property" or in short "IP". These products of human creativity have a definite and often very considerable commercial value. Most businesses rely on several intellectual property components. None can exist without any. Intellectual property describes a range of instruments that can be used to define, protect and exploit new and innovative ideas. The idea could take any of a range of forms such as invention, a product name, a logo, the plot of a novel, musical theme tune or the design of a product.

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patents • trade marks • copyright

Company profiles

Middel & Partners Incorporated

MIDDEL & PARTNERS
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Middel & Partners is a dynamic and innovative specialist advisory and audit firm led by eight partners. It has a staff compliment of more than 150. A network of national offices provides clients with value-added services that are focused on business improvement and growth within key economic sectors. Middel & Partners' diversity of professional skills, resources and experience can be leveraged across a wide range of client engagement situations. Established in 1992, an innovative client focus has enabled Middel & Partners to grow into the forward-thinking, medium-sized specialist firm it is today. This corporate culture has resulted in a series of alliances over the last few years with like-minded practices, strengthening the firm's experience to 95 years.

Degrees we consider: BCompt (Accounting Sciences), BCom, CA and Financial Management	**Ideal candidate profile:** Candidates must be professional, energetic, take responsibility in a dynamic environment and be a team player.
Opportunities offered: SAICA and SAIPA learnerships and internships, vacation work, and training contracts	**How to apply:** www.middel.co.za/careers
Website: www.middel.co.za	
Closing date: End of August for the following year	

The Small Enterprise Foundation

SEF
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THE SMALL ENTERPRISE FOUNDATION

The Small Enterprise Foundation (SEF) is a not-for-profit, pro-poor microfinance institution working towards the eradication of poverty by creating a supportive environment where credit and savings services foster sustainable income generation, job creation and social empowerment. SEF currently supports more than 140 000 micro-entrepreneurs across South Africa with microcredit, savings facilitation and training.

Degrees we consider: Social Sciences, Business Administration, Economics, Finance, Statistics or International Development	**Ideal candidate profile:** • Strong academic record – an average of 65% throughout the course is essential • Excellent written and verbal communication skills • Good analytical skills • Ability to work in a team, as well as independently • Advanced computer literacy – Microsoft office package • The ability to prioritise and multi-task • Self-confident and self-motivated • Proven leadership skills and self-starter • Applicant must be a South African citizen with a valid ID document • Non-South African citizens must have a valid work permit and passport
Opportunities offered: Graduate development programme	**How to apply:** Applications open on 1 March 2016. To apply, email your CV, cover letter and academic transcript to: HRmanager@sef.co.za
Website: www.sef.co.za	
Closing date: 31 August 2016	

Middel & Partners is a dynamic audit and advisory firm with a national footprint.

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Company profiles

Investec Bank Ltd.

Investec is an international, specialist bank and asset manager that provides a diverse range of financial products and services to a niche client base.

Degrees we consider:
BCom (CA Programme), BCom Accounting Science. IT Programme: BSc Computer Science, B.IT, BSc IS/IT, BCom IS/IT, BSc Information Engineering. All Bachelor's degrees.

Ideal candidate profile:
We look for dynamic, energetic graduates filled with tenacity, integrity and out-of-the-ordinary thinking. We value individuals who in turn value our culture – that is, a can-do attitude that challenges convention.

Opportunities offered:
Available graduate programmes:
- CA Programme
- IT Graduate Programme
- Global Card Payment System Graduate Programme
- General graduate programmes/positions

Available vacation programmes:
- CA Programme Pathfinder
- Navigate

Available scholarships:
- CA Scholarship
- IT Scholarship

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

Website: Investec.co.za/grads

Closing date:
CA Programme: 1 December to 15 March (for intake into the programme for the following year)
CA Pathfinder: 1 July to 31 August 2016
CA Scholarship: 1 December 2016 to 31 January 2017
IT Graduate Programme: 15 March to 30 April (for intake for the following year)
IT Scholarship: 1 August 2016 to 30 September 2016
Please see relevant dates on the careers website for all other dates.

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Company profiles

KPMG

KPMG has member firms in more than 156 countries and works with clients drawn from the corporate, government and not-for-profit sectors. With such a worldwide presence, KPMG continues to build on its success thanks to a clear vision and dedicated people. KPMG's culture is rooted in its values. Its integrity and policy of open and honest communication builds trust and collaboration, while its flexibility and diversity creates a culture in which people share knowledge freely, bringing out the very best in each other. Asked why they choose to work with KPMG member firms, many clients talk about the high level of professional ethics, KPMG's loyalty and its approachability. Its culture, however, extends beyond good business practice. It is also recognised for the efforts it makes to alleviate poverty, support education and protect the environment around the world. Because KPMG is part of a global network, its people also have the chance to gain valuable international experience. KPMG believes that interaction and collaboration create better opportunities that allow it to better understand and embrace diversity, and bring about the possibility for development. Apart from creating an opportunity to meet new people, broaden knowledge and experience, as well as foster a sense of belonging, its social networks play a supportive role in its recruitment, engagement, retention and business growth efforts. It strives to create fulfilling career opportunities. All its people receive training through its Learning and Development Programme, among other avenues, to ensure that they grow themselves to better serve KPMG's clients and add increasing value.

Degrees we consider: BCom Informatics, BSc Computer Science, BCom Taxation, BCom Law, BCom Financial Sciences, BCom Internal Audit, BSc Actuarial and Financial Mathematics and Accounting Sciences	**Ideal candidate profile:** Someone who is: • able to manage their time effectively; • proactive; • willing to learn; • able to work in a team; • able to communicate excellently; and • a dynamic go-getter.
Opportunities offered: Internship, vacation work, learnership, permanent and contract	**How to apply:** Online at www.joinkpmg.co.za
Website: www.kpmg.co.za	
Closing date: None	

Torrecid

Torrecid South Africa is a subsidiary of the Torrecid Group, and focuses on providing services, innovations, solutions and future trends to the ceramic and glass sectors. As a multinational business group and global leader in the industry, the variety of companies and countries in which it is present allows graduates a wide range of great opportunities and possibilities.

Degrees we consider: Engineering: Civil, Chemical, Industrial and related Other: Finance and Graphic Design or related	**Ideal candidate profile:** Young graduates with no or minimal expirience, a hunger for growth, good initiative, good communication skills and problem-solving skills.
Opportunities offere: Full-time employment	**How to apply:** Send a CV and supporting documentation to: pczwane@torrecid.com
Website: www.torrecid.com	
Closing date: Not applicable	

Company profiles

Global Advisors

Global Advisors

Global Advisors is a strategy and management consulting boutique drawing on a network of experts, faculty and experienced consultants from around the world. Our firm was founded in Johannesburg, South Africa, in 2005. Global Advisors specialises in work that has integrated strategy, financial, economic and operational components. Our clients span the investment banking, media, utility, technology and mining sectors. We make use of a global network of partners to provide specialist expertise.

Degrees we consider:
We are targeting business graduates with majors and strong results in Finance, Economics, Mathematics and Statistics

Ideal candidate profile:
We are looking for top achievers with a record of excellence – demonstrated by results. We are looking for professionals who focus on what is relevant. The people we hire can show that they work well in teams, are trusted by their peers, have a strong sense of humility and a good sense of humour. They are committed to growth – that of others and their own.

Opportunities offered:
Internship and permanent

Website: www.globaladvisors.biz/up

Closing date: 15 October 2016

How to apply:
Applicants must meet a strict set of criteria to successfully qualify for an interview. These represent our values, the standards typical of the strategy and management consulting industry, our strong quantitative approach and the personable nature required to partner with clients in implementation. Please consider these carefully prior to making your application. If you are interested in a career in strategy consulting at Global Advisors, please visit our website and apply online using our online application form – www.globaladvisors.biz/app

Please note: Unfortunately we are unable to accept applications via email, fax or mail. Your tailored response via the online form provides a critical means by which your initial application is screened and evaluated.

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HTTP://TALENT.BCG.COM

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Employer Directory

2016 University of Pretoria Employer Directory

The UP Employer Directory is a job search tool exclusively for University of Pretoria students. The directory alphabetically lists some of the employers interested in recruiting UP students and provides important recruitment information, such as the opportunities the employer has available, the geographical location(s) of positions, the degrees the employer will consider, closing dates, contact details for enquiries and information on how to apply for a position at the specific company.

Employer Directory

Abbreviations

Academic programmes	
Programme	**Abbreviation**
Economic and Management Sciences	
Honours	Hons
Accounting Sciences	Acc
Economics	Ecos
Financial Management Sciences	FinMan
Human Resource Management	HR
Informatics	Info
Internal Auditing	IntAud
Investment Management	InvMan
Marketing Management	MM
Statistics	Stats
Supply Chain Management	Sup
Taxation	Tax
Engineering, Built Environment and Information Technology	
Civil	Cvl
Computer Science	CompSci
Electrical	Electr
Industrial	Ind
Mechanical	Mech
Mining	Min
Quantity Survey	QS
Information Systems	IS
Information Technology (and IT-related degrees)	IT
Natural and Agricultural Sciences	
Actuarial Science	AccSci
Applied Mathematics (and Mathematics-related degrees)	Math
Humanities	
Bachelor of Arts	BA
Bachelor in Social Science	BSocSci

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If you are a Computer Science, Information Systems, Business or Accounting student who is looking to join a company who wants to see you grow and prosper, in an environment of learning and mentoring, then apply now!

Send your CV to recruitment@singular.co.za
Go to our website and complete our questionnaire so we can get to know you better

This is what our staff have to say about Singular Systems:

*** "The on-the-job training I received was excellent, so even when thrown in the deep end, learning how to swim was easy" - Phumeza**

*** "Hard work is recognised and rewarded – we get 2 increases and 2 bonuses a year based on performance!" - Shani**

*** "Singular don't clock-watch and our hours are flexible – as long as the clients are happy" - Zac**

*** "There is a great vibe amongst colleagues – with free lunches, snacks and an entertainment area where we socialise on a daily bases" - Lebo**

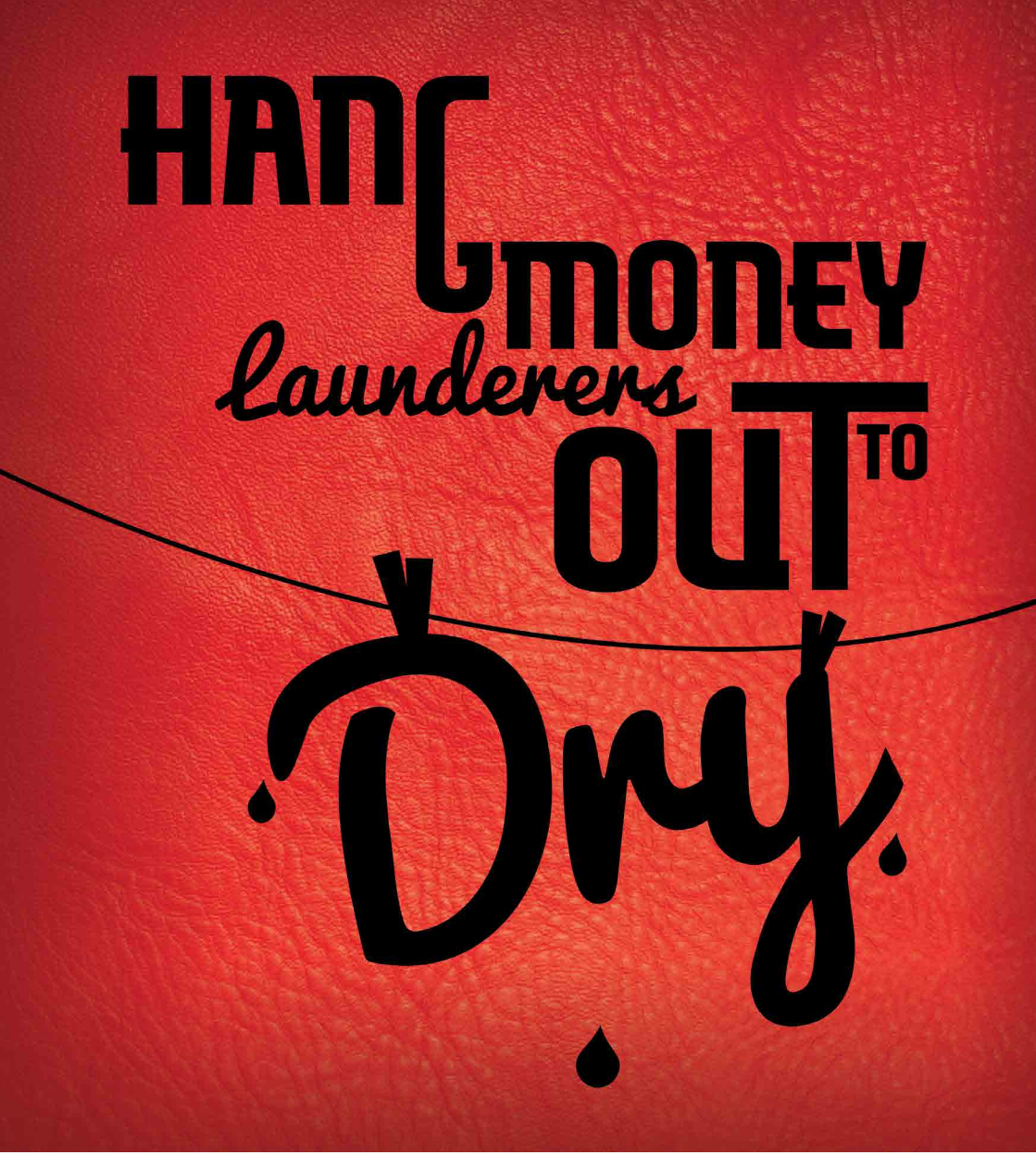
*** "I love the weekly soccer games and drinks" - Matt**

*** "We always have support and guidance from seniors – there is a strong sense of collaboration and communication" - Lucy**

*** "We are constantly pushed to provide innovative solutions to some of the biggest firms in South Africa, our work is challenging and always changing" - Hersheal**

Faculty of Economic and Management Sciences

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
Bain & Company	Graduate Programme Internship	All degrees	www.joinbain.com
Barclays Africa Opening date: 14 March 2016 Closing date: 29 July 2016	Graduate Programme (postgraduate/fourth-year students only) Bursaries	IT, Engineering, Business Science, Math, Stats, Finance, Ecos, Risk Management, Law, Acc (CA and non-CA) and AccSci	joinus.barclays.com/africa Rising Eagles risingeagles@barclaysafrica.com
BMW South Africa (Pty) Ltd Opening date: 15 March 2016 Closing date: 31 August 2016	Graduate Development Programme Bursaries	Commerce, Engineering and IT	www.bmw.co.za/en/topics/fascination-bmw/join-us-at-bmw/future-talent-programmes.html Talent Sourcing Team futuretalent@bmw.co.za 012 522 4375
CAVI Brands Opening date: September 2016 Closing date: November 2016	Graduate Programme Bursaries Permanent Part-time	Sales, MM, Sup/Logistics, Finance, IT, HR, Somatology and Skin Care Therapy	www.cavibrands.co.za Elsabe Buys eb@cavi.co.za 011 341 4900
Ernst & Young Closing date: 30 September 2016	Vacation work Training contract Graduate Trainee Programme	BCom Acc, IntAud and IT (first year to final year, including CTA)	www.ey.com/careers
FNB Opening date: 1 May 2016 Closing date: 15 August 2016	Graduate Development Programme	BEng, CompSci, Info, Acc, Math, Stats	www.fnb.co.za Kaajal Singh ksingh@fnb.co.za 087 736 1248
Independent Regulatory Board for Auditors	Casual Part-time Internship Vacation work Development Programme Learnership Permanent Contract	BCom Acc (CA stream) (first year to CTA Hons)	www.irba.co.za
Investec Bank Ltd Opening date: 1 January 2016 Closing date: 30 December 2016	Internship Permanent Contract Vacation work	CA Programme: BCom Acc; IT Programme: CompSci, B.IT, BCom IS/IT All Bachelor's degrees	www.investec.co.za Ashleigh van der Weele grads@investec.co.za 011 286 7000



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INDEPENDENT REGULATORY BOARD FOR AUDITORS

Faculty of Economic and Management Sciences

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
IQ Business (Pty) Ltd Closing date: 31 August 2016	Internship	Business and technology-related degrees with majors in Finance, Risk, Engineering, CompSci, IT and IS	futureme.iqbusiness.net Pia Dewar grads@iqbusiness.net 011 259 4000
KPMG	Internship Permanent Contract Vacation work	BCom Info, Tax, Law, Financial Sciences, IntAud, Financial Mathematics, Acc, AccSci and CompSci	www.joinkpmg.co.za Riette Ormond riette.ormond@kpmg.co.za
Middel & Partners Opening date: August 2016	Internship Vacation work Training contract	Acc, Financial Sciences and FinMan	www.middel.co.za info@middel.co.za
MOYO Business Advisory (Pty) Ltd Opening date: 16 May 2016 Closing date: 30 September 2016	Graduate Programme Permanent	All IT-related degrees (B.IT, BSc, BCom)	www.mba.za.com / www.moyoanalytics.co.za Yandri Pienaar recruits@mba.za.com / yandrip@mba.za.com
Moore Stephens B&W Opening date: 4 April 2016 Closing date: 30 December 2016	Internship Contract	BCom, BCom Hons, FinMan, Acc and Tax	www.moorestephens.co.za Madelein de Beer hr@mspta.co.za 012 348 7003
PricewaterhouseCoopers Opening date: 17 March 2016 Closing date: 30 December 2016	Contract Vacation work Bursaries Articles	BCom Acc, IntAud, Tax, AccSci, IT, Information Sciences and Law	www.pwc.co.za/careers Paula Vorster paula.x.vorster@za.pwc.com 012 429 0117
Procter & Gamble Opening date: 20 June 2016 Closing date: 30 September 2016	Graduate Development Programme Internship Vacation work Permanent	All degrees	www.africa.experiencepg.com Sharon Silaule experiencepg.im@pg.com 01 001 9652
PSG Opening date: 31 May 2016 Closing date: 31 August 2016	Graduate Development Programme Contract Bursaries	AccSci, Analytics, Math, Engineering, IS, Info, Management Accounting and Stats	www.psg.co.za Natasha Levendall graduates@psg.co.za 021 918 7800

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Faculty of Economic and Management Sciences

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
Rand Merchant Bank (a division of FirstRand Bank Ltd) Opening date: 1 June 2016 Closing date: 30 July 2016	Permanent Bursaries	BCom Finance, InvMan, Financial Mathematics, AccSci, Math and Computational Mathematics	www.rmb.co.za graduate@rmb.co.za 011 282 1001
Sanlam Life Insurance Limited Opening date: 8 April 2016 Closing date: 31 July 2016	Graduate Development Programme	Law, Commerce, Acc, Finance, InvMan, AccSci and IT	graduaterecruitment@sanlam.co.za
Singular Systems Opening date: 1 September 2016 Closing date: 30 November 2016	Permanent Bursaries (for postgraduate studies)	CompSci, Computer Engineering, IS, IT and Acc	www.singular.co.za Jeremy Hart jhart@singular.co.za 010 003 0700
TEACH South Africa Opening date: 1 March 2016 Closing date: 10 September 2016	Contract	Bachelor's degree with Maths, Science, English or IT as a subject	www.teachsouthafrica.org Moses Madziba moses.madziba@teachsouthafrica.org 011 209 8067
The Boston Consulting Group Opening date: 11 March 2016 Closing date: 30 September 2016	Permanent Internships	All degrees	www.bcg.co.za/ Sarah Naidoo Naidoo.Sarah@bcg.com 011 245 1648
The Red & Yellow School Closing date: 31 December 2016	Casual Part-time Internship Vacation work Development Programme Learnership Permanent Contract	All degrees	www.redandyellow.co.za
The Small Enterprise Foundation Closing date: 31 August 2016	Graduate Development Programme	A degree in Social Sciences, Business Administration, Ecos, Finance, Stats or International Development	www.sef.co.za
Ohlthaver & List Closing date: 31 October 2016	Graduate development job opportunities in selected fields of study	All Bachelor's degrees (final-year students) Namibian citizens	www.ohlthaverlist-recruitment.co.na
Unilever SA Closing date: 19 August 2016	Internship Vacation work Graduate Development Programme Permanent	Commerce, Acc, Finance, Engineering, BSc and BSoc Sci	www.unilever.co.za/careers Thuli Sigasa Thuli.sigasa@unilever.com 031 570 2000

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Faculty of Engineering, Built Environment and Information Technology

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
Bain & Company	Graduate Programme Internship	All degrees	www.joinbain.com
Barclays Africa Opening date: 14 March 2016 Closing date: 29 July 2016	Graduate Programme (postgraduate/fourth-year students only) Bursaries	IT, Engineering, Business Science, Math, Stats, Finance, Ecos, Risk Management, Law, Acc (CA and non-CA) and AccSci	joinus.barclays.com/africa Rising Eagles risingeagles@barclaysafrica.com
BMW South Africa (Pty) Ltd Opening date: 15 March 2016 Closing date: 31 August 2016	Graduate Development Programme Bursaries	Commerce, Engineering and IT	http://www.bmw.co.za/en/topics/fascination-bmw/join-us-at-bmw/future-talent-programmes.html Talent Sourcing Team futuretalent@bmw.co.za 0125224375
CAVI Brands Opening date: September 2016 Closing date: November 2016	Graduate Programme Bursaries Permanent Part-time	Sales, MM, Sup/Logistics, Finance, IT, HR, Somatology and Skin Care Therapy	www.cavibrands.co.za Elsabe Buys eb@cavi.co.za 011 341 4900
Dariel Closing date: 30 August 2016	Development Programme (Graduate Porgramme)	CompSci and Software Engineering (final year to postgraduate degree)	www.dariel.co.za/careers graduates@dariel.co.za 011 566 5720
Derivco Applications open all year	Bursaries One-year Internship Permanent	CompSci, Computer Engineering, Graphic Design, Data Science and Math (final year to postgraduate degree)	www.derivco.com gameon@derivco.com 031 580 1000
Ernst & Young Closing date: 30 September 2016	Vacation work Training contract Graduate Trainee Programme	BCom Acc, IntAud and IT (first year to final year including CTA)	www.ey.com/careers
FNB Opening date: 1 May 2016 Closing date: 15 August 2016	Graduate Development Programme	BEng, CompSci, Info, Acc, Math, Stats	www.fnb.co.za Kaajal Singh ksingh@fnb.co.za 087 736 1248
Investec Bank Ltd Opening date: 1 January 2016 Closing date: 30 December 2016	Internship Permanent Contract Vacation work	CA Programme: BCom Acc; IT Programme: CompSci, B.IT, BCom IS/IT, Information Engineering All Bachelor's degrees	www.investec.co.za Ashleigh van der Weele grads@investec.co.za 011 286 7000

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Faculty of Engineering, Built Environment and Information Technology

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
IQ Business (Pty) Ltd Closing date: 31 October 2016	Internship	Business- and technology-related degrees with majors in Finance, Risk, Engineering, CompSci, IT and IS	www.iqbusiness.co.za
K2 Opening date: 1 May 2016 Closing date: 1 November 2016	Graduate Development Programme Internship Vacation work	Bachelor's degree in CompSci or other technical software development degree	www.k2.com AssociateSA@k2.com 011 675 1175
KPMG	Internship Permanent Contract Vacation work	BCom Info, Tax, Law, Financial Sciences, IntAud, Financial Mathematics, Acc, AccSci and CompSci	www.joinkpmg.co.za Riette Ormond riette.ormond@kpmg.co.za
MOYO Business Advisory (Pty) Ltd Opening date: 16 May 2016 Closing date: 30 September 2016	Graduate Programme Permanent	All IT-related degrees (B.IT, BSc, BCom)	www.mba.za.com / www.moyoanalytics.co.za Yandri Pienaar recruits@mba.za.com / yandrip@mba.za.com
Murray & Roberts Closing date: 2 June 2016	Permanent	Cvl, Mech, Ind, Electr, Min, Construction Management and QS	www.careers.murrob.com
PricewaterhouseCoopers Opening date: 17 March 2016 Closing date: 30 November 2016	Contract Vacation work Bursaries Articles	BCom Acc, IntAud, Tax, AccSci, IT, Information Sciences and Law	www.pwc.co.za/careers Paula Vorster paula.x.vorster@za.pwc.com 012 429 0117
Procter & Gamble Opening date: 20 June 2016 Closing date: 30 September 2016	Graduate Development Programme Internship Vacation work Permanent	All degrees	www.africa.experiencepg.com Sharon Silaule experiencepg.im@pg.com 01 001 9652
PSG Opening date: 31 May 2016 Closing date: 31 August 2016	Graduate Development Programme Contract Bursaries	AccSci, Analytics, Math, Engineering, IS, Info, Management Accounting and Stats	www.psg.co.za Natasha Levendall graduates@psg.co.za 021 918 7800
Rand Merchant Bank (a division of FirstRand Bank Ltd) Closing date: 1 June 2016 Opening date: 30 July 2016	Permanent Bursaries	BCom Finance, InvMan, Financial Mathematics, AccSci, Math and Computational Mathematics	www.rmb.co.za graduate@rmb.co.za 011 282 1001

Faculty of Engineering, Built Environment and Information Technology

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
Sanlam Life Insurance Limited Closing date: 6 April 2016 Opening date: 31 July 2016	Graduate Development Programme	Law, Commerce, Acc, Finance, InvMan, AccSci and IT	www.sanlam.co.za Cindy Marinus graduaterecruitment@sanlam.co.za 021 947 9111
Singular Systems Opening date: 1 September 2016 Closing date: 30 November 2016	Permanent Bursaries (for postgraduate studies)	CompSci, Computer Engineering, IS, IT and Acc	www.singular.co.za Jeremy Hart recruitment@singular.co.za +27 10 003 0700
TEACH South Africa Opening date: 1 March 2016 Closing date: 10 September 2016	Contract	Bachelor's degree with Maths, Science, English or IT as a subject	wwww.teachsouthafrica.org Moses Madziba moses.madziba@teachsouthafrica.org 011 209 8067
The Boston Consulting Group Opening date: 11 March 2016 Closing date: 30 September 2016	Permanent Internships	All degrees	www.bcg.co.za/ Sarah Naidoo Naidoo.Sarah@bcg.com 011 245 1648
The Red & Yellow School Closing date: 31 December 2016	Casual Part-time Internship Vacation work Development Programme Learnership Permanent Contract	All degrees	www.redandyellow.co.za
Ohlthaver & List Closing date: 31 October 2016	Graduate development job opportunities in selected fields of study	All Bachelor's degrees (final-year students) Namibian citizens	www.ohlthaverlist-recruitment.co.na
Unilever SA Closing date: 19 August 2016	Internship Vacation work Graduate Development Programme Permanent	Commerce, Acc, Finance, Engineering, BSc and BSoc Sci	www.unilever.co.za/careers Thuli Sigasa Thuli.sigasa@unilever.com 031 570 2000

Faculty of Natural and Agricultural Sciences

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
Bain & Company	Graduate Programme Internship	All degrees	www.joinbain.com
Barclays Africa Opening date: 14 March 2016 Closing date: 29 July 2016	Graduate Programme (postgraduate/fourth-year students only) Bursaries	IT, Engineering, Business Science, Math, Stats, Finance, Ecos, Risk Management, Law, Acc (CA and non-CA) and AccSci	joinus.barclays.com/africa Rising Eagles risingeagles@barclaysafrica.com
Derivco Applications open all year	Bursaries One-year internship Permanent	CompSci, Computer Engineering, Graphic Design, Data Science and Math (final year to postgraduate degree)	www.derivco.com gameon@derivco.com 031 580 1000
Global Advisors Closing dates: Internship: 15 May 2016 Permanent: 15 October 2016	Internship Permanent	Business graduates with majors and strong results in finance, economics, mathematics and statistics	www.globaladvisors.biz/up Asha Ramluggan recruitment@globaladvisors.biz 011 461 6371
FNB Opening date: 1 May 2016 Closing date: 15 August 2015	Graduate Development Programme	BEng, CompSci, Info, Acc, Math, Stats	www.fnb.co.za Kaajal Singh ksingh@fnb.co.za 087 736 1248
Investec Bank Ltd Opening date: 1 January 2016 Closing date: 30 December 2016	Internship Permanent Contract Vacation work	CA Programme: BCom Acc; IT Programme: CompSci, B.IT, BCom IS/IT, Information Engineering; All Bachelor's degrees	www.investec.co.za/grads Ashleigh van der Weele grads@investec.co.za 011 286 7000
KPMG	Internship Permanent Contract Vacation work	BCom Info, Tax, Law, Financial Sciences, IntAud, Financial Mathematics, Acc, AccSci and CompSci	www.joinkpmg.co.za Riette Ormond riette.ormond@kpmg.co.za 082 718 8429
PricewaterhouseCoopers Opening date: 17 March 2016 Closing date: 30 November 2016	Contract Vacation work Bursaries Articles	BCom Acc, IntAud, Tax, AccSci, IT, Information Sciences and Law	www.pwc.co.za/careers Paula Vorster paula.x.vorster@za.pwc.com 012 429 0117
Procter & Gamble Opening date: 20 June 2016 Closing date: 30 September 2016	Graduate Development Programme Internship Vacation work Permanent	All degrees	www.africa.experiencepg.com Sharon Silaule experiencepg.im@pg.com 01 001 9652

Faculty of Natural and Agricultural Sciences

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
PSG Opening date: 31 May 2016 Closing date: 31 August 2016	Graduate Development Programme Contract Bursaries	AccSci, Analytics, Math, Engineering, IS, Info, Management Accounting and Stats	www.psg.co.za Natasha Levendall graduates@psg.co.za 021 918 7800
Rand Merchant Bank (a division of FirstRand Bank Ltd) Opening date: 1 June 2016 Closing date: 30 July 2016	Permanent Bursaries	BCom Finance, InvMan, Financial Mathematics, AccSci, Math and Computational Mathematics	www.rmb.co.za graduate@rmb.co.za 011 282 1001
Sanlam Life Insurance Limited Opening date: 6 April 2016 Closing date: 31 July 2016	Graduate Development Programme	Law, Commerce, Acc, Finance, InvMan, AccSci and IT	www.sanlam.co.za Cindy Marinus graduaterecruitment@sanlam.co.za 021 947 9111
TEACH South Africa Opening date: 1 March 2016 Closing date: 10 September 2016	Contract	A Bachelor's degree with Maths, Science, English or IT as a subject	www.teachsouthafrica.org Moses Madziba moses.madziba@teachsouthafrica.org 011 209 8067
The Boston Consulting Group Opening date: 11 March 2016 Closing date: 30 September 2016	Permanent Internship	All degrees	www.bcg.co.za/ Sarah Naidoo Naidoo.Sarah@bcg.com 011 245 1648
The Red & Yellow School Closing date: 31 December 2016	Casual Part-time Internship Vacation work Development Programme Learnership Permanent Contract	All degrees	www.redandyellow.co.za
The Small Enterprise Foundation Closing date: 31 August 2016	Graduate Development Programme	A degree in Social Sciences, Business Administration, Ecos, Finance, Stats or International Development	www.sef.co.za
Ohlthaver & List Closing date: 31 October 2016	Graduate development job opportunities in selected fields of study	All Bachelor's degrees (final-year students) Namibian citizens	www.ohlthaverlist-recruitment.co.na
Unilever SA Closing date: 19 August 2016	Internship Vacation work Graduate Development Programme Permanent	Commerce, Acc, Finance, Engineering, BSc and BSoc Sci	www.unilever.co.za/careers Thuli Sigasa Thuli.sigasa@unilever.com 031 570 2000

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- >65% achievement
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Faculty of Law

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
Adams & Adams Applications are open all year round	Bursaries Vacation work The Recruitment Games Candidate Attorneys Programme Practical legal training/ compulsory training for candidate attorneys	BCom Law, BA Law and LLB	www.adamsadams.com Zola Williams Zola.Williams@adamsadams.com 012 432 6043
Bain & Company	Graduate Programme Internship	All degrees	www.joinbain.com
Barclays Africa Opening date: 14 March 2016 Closing date: 29 July 2016	Graduate Programme (postgraduate/fourth-year students only) Bursaries	IT, CompSci, Engineering, Business Science, Math, Stats, Finance, Ecos, Risk Management, Law, Acc (CA and non-CA) and AccSci	joinus.barclays.com/africa Rising Eagles risingeagles@barclaysafrica.com
Cox Yeats Attorneys Opening date: 15 April 2016 Closing date: 30 November 2016	Internship Vacation work Articles	LLB	www.coxyeats.co.za Anne Hunt ahunt@coxyeats.co.za 031 536 8500
Global Advisors Closing dates: Internships: 15 May 2016 Permanent: 15 October 2016	Internship Permanent	Business graduates with majors and strong results in finance, economics, mathematics and statistics	www.globaladvisors.biz/up Asha Ramluggan recruitment@globaladvisors.biz 011 461 6371
Hogan Lovells South Africa View the website for closing dates	Vacation work Articles of clerkship	LLB (third year)	www.careers.hoganlovells.com
Investec Bank Ltd Opening date: 1 January 2016 Closing date: 30 December 2016	Internship Permanent Contract Vacation work	CA Programme: BCom Acc; IT Programme: CompSci, B.IT, BCom IS/IT, Information Engineering; All Bachelor's degrees	www.investec.co.za/grads Ashleigh van der Weele grads@investec.co.za 011 286 7000
Ledwaba Mazwai Attorneys Opening date: 27 March 2016 Closing date: 30 December 2016	Graduate Development Programme Internship	Law	www.ledwabamazwai.co.za Conny Dipholo ConnyD@lmz.co.za 012 346 7313
PricewaterhouseCoopers Opening date: 17 March 2016 Closing date: 30 November 2016	Contract Vacation work Bursaries Articles	BCom Acc, IntAud, Tax, AccSci, IT, Information Sciences and Law	www.pwc.co.za/careers Paula Vorster paula.x.vorster@za.pwc.com 012 429 0117

Faculty of Law

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
Procter & Gamble Opening date: 20 June 2016 Closing date: 30 September 2016	Graduate Development Programme Internship Vacation work Permanent	All degrees	www.africa.experiencepg.com Sharon Silaule experiencepg.im@pg.com 01 001 9652
Norton Rose Fulbright Closing date: See website Opening date: See website	Vacation work Articles Bursaries Scholarships	BA Law, BCom Law, LLB and all other law degrees	apply.nortonrosefulbright.co.za 011 685 8500
Sanlam Life Insurance Limited Opening date: 6 April 2016 Closing date: 31 July 2016	Graduate Development Programme	Law, Commerce, Acc, Finance, InvMan, AccSci and IT	www.sanlam.co.za Cindy Marinus graduaterecruitment@sanlam.co.za 021 947 9111
Spoor & Fisher Opening date: March 2016 for articles 2018 Closing date: September 2016	Candidate attorney	LLB	www.spoor.com Sue Scott s.scott@spoor.com 012 676 1187
The Boston Consulting Group Opening date: 11 March 2016 Closing date: 30 September 2016	Permanent Internships	All degrees	www.bcg.co.za/ Sarah Naidoo Naidoo.Sarah@bcg.com 011 245 1648
The Red & Yellow School Closing date: 31 December 2016	Casual Part-time Internship Vacation work Development Programme Learnership Permanent Contract	All degrees	www.redandyellow.co.za

Faculty of Humanities

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
Bain & Company	Graduate Programme Internship	All degrees	www.joinbain.com
Investec Bank Ltd Opening date: 1 January 2016 Closing date: 30 December 2016	Internship Permanent Contract Vacation Work	CA Programme: BCom Acc; IT Programme: CompSci, B.IT, BCom IS/IT, Information Engineering; All Bachelor's degrees	www.investec.co.za/grads Ashleigh van der Weele grads@investec.co.za 011 286 7000
Procter & Gamble Opening date: 20 June 2016 Closing date: 30 September 2016	Graduate Development Programme Internship Vacation work Permanent	All degrees	www.africa.experiencepg.com Sharon Silaule experiencepg.im@pg.com 01 001 9652
TEACH South Africa Opening date: 1 March 2016 Closing date: 10 September 2016	Contract	A Bachelor's degree with Maths, Science, English or IT as a subject	www.teachsouthafrica.org Moses Madziba moses.madziba@teachsouthafrica.org 011 209 8067
The Boston Consulting Group Opening date: 11 March 2016 Closing date: 30 September 2016	Permanent Internships	All degrees	www.bcg.co.za/ Sarah Naidoo Naidoo.Sarah@bcg.com 011 245 1648
The Red & Yellow School Closing date: 31 December 2016	Casual Part-time Internship Vacation work Development Programme Learnership Permanent Contract	All degrees	www.redandyellow.co.za
The Small Enterprise Foundation Closing date: 31 August 2016	Graduate Development Programme	A degree in Social Sciences, Business Administration, Ecos, Finance, Stats or International Development	www.sef.co.za
Ohlthaver & List Closing date: 31 October 2016	Graduate development job opportunities in selected fields of study	All bachelor's degrees (final-year students) Namibian citizens	www.ohlthaverlist-recruitment.co.na
Unilever SA Closing date: 19 August 2016	Internship Vacation work Graduate Development Programme Permanent	Commerce, Acc, Finance, Engineering, BSc and BSoc Sci	www.unilever.co.za/careers Thuli Sigasa Thuli.sigasa@unilever.com 031 570 2000

Faculty of Education

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
Bain & Company	Graduate Programme Internship	All degrees	www.joinbain.com
Investec Bank Ltd Opening date: 1 January 2016 Closing date: 30 December 2016	Internship Permanent Contract Vacation work	All degrees	www.investec.co.za Ashleigh van der Weele grads@investec.co.za 011 286 7000
Procter & Gamble Opening date: 20 June 2016 Closing date: 30 September 2016	Graduate Development Programme Internship Vacation work Permanent	All degrees	www.africa.experiencepg.com Sharon Silaule experiencepg.im@pg.com 01 001 9652
The Boston Consulting Group Opening date: 11 March 2016 Closing date: 30 September 2016	Permanent Internships	All degrees	wwww.bcg.co.za/ Sarah Naidoo Naidoo.Sarah@bcg.com 011 245 1648
The Red & Yellow School Closing date: 31 December 2016	Casual Part-time Internship Vacation work Development Programme Learnership Permanent Contract	All degrees	www.redandyellow.co.za
Unilever SA Closing date: 19 August 2016	Internship Vacation work Graduate Development Programme Permanent	Commerce, Acc, Finance, Engineering, BSc and BSoc Sci	www.unilever.co.za/careers Thuli Sigasa Thuli.sigasa@unilever.com 031 570 2000

Faculty of Health Sciences

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
Bain & Company	Graduate Programme Internship	All degrees	www.joinbain.com
CAVI Brands Opening date: September 2016 Closing date: November 2016	Graduate Programme Bursaries Permanent Part-time	Somatology and Skin Care Therapy	www.cavibrands.co.za Elsabe Buys eb@cavi.co.za 011 341 4900
Investec Bank Ltd Opening date: 1 January 2016 Closing date: 30 December 2016	Internship Permanent Contract Vacation work	All degrees	www.investec.co.za Ashleigh van der Weele grads@investec.co.za 011 286 7000
Procter & Gamble Opening date: 20 June 2016 Closing date: 30 September 2016	Graduate Development Programme Internship Vacation work Permanent	All degrees	www.africa.experiencepg.com Sharon Silaule experiencepg.im@pg.com 01 001 9652
The Boston Consulting Group Opening date: 11 March 2016 Closing date: 30 September 2016	Permanent Internships	All degrees	www.bcg.co.za/ Sarah Naidoo Naidoo.Sarah@bcg.com 011 245 1648
The Red & Yellow School Closing date: 31 December 2016	Casual Part-time Internship Vacation work Development Programme Learnership Permanent Contract	All degrees	www.redandyellow.co.za

Faculty of Theology

COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
Bain & Company	Graduate Programme Internship	All degrees	www.joinbain.com
Investec Bank Ltd Opening date: 1 January 2016 Closing date: 30 December 2016	Internship Permanent Contract Vacation work	All degrees	www.investec.co.za Ashleigh van der Weele grads@investec.co.za 011 286 7000
Procter & Gamble Opening date: 20 June 2016 Closing date: 30 September 2016	Graduate Development Programme Internship Vacation work Permanent	All degrees	www.africa.experiencepg.com Sharon Silaule experiencepg.im@pg.com 01 001 9652
The Boston Consulting Group Opening date: 11 March 2016 Closing date: 30 September 2016	Permanent Internships	All degrees	www.bcg.co.za/ Sarah Naidoo Naidoo.Sarah@bcg.com 011 245 1648
The Red & Yellow School Closing date: 31 December 2016	Casual Part-time Internship Vacation work Development Programme Learnership Permanent Contract	All degrees	www.redandyellow.co.za
Unilever SA Closing date: 19 August 2016	Internship Vacation work Graduate Development Programme Permanent	Commerce, Acc, Finance, Engineering, BSc and BSoc Sci	www.unilever.co.za/careers Thuli Sigasa Thuli.sigasa@unilever.com 031 570 2000

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COMPANY	OPPORTUNITIES	DEGREES WE CONSIDER	CONTACT
Bain & Company	Graduate Programme Internship	All degrees	www.joinbain.com
Investec Bank Ltd Opening date: 1 January 2016 Closing date: 30 December 2016	Internship Permanent Contract Vacation work	All degrees	www.investec.co.za Ashleigh van der Weele grads@investec.co.za 011 286 7000
Procter & Gamble Opening date: 20 June 2016 Closing date: 30 September 2016	Graduate Development Programme Internship Vacation work Permanent	All degrees	www.africa.experiencepg.com Sharon Silaule experiencepg.im@pg.com 01 001 9652
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The Red & Yellow School Closing date: 31 December 2016	Casual Part-time Internship Vacation work Development Programme Learnership Permanent Contract	All degrees	www.redandyellow.co.za
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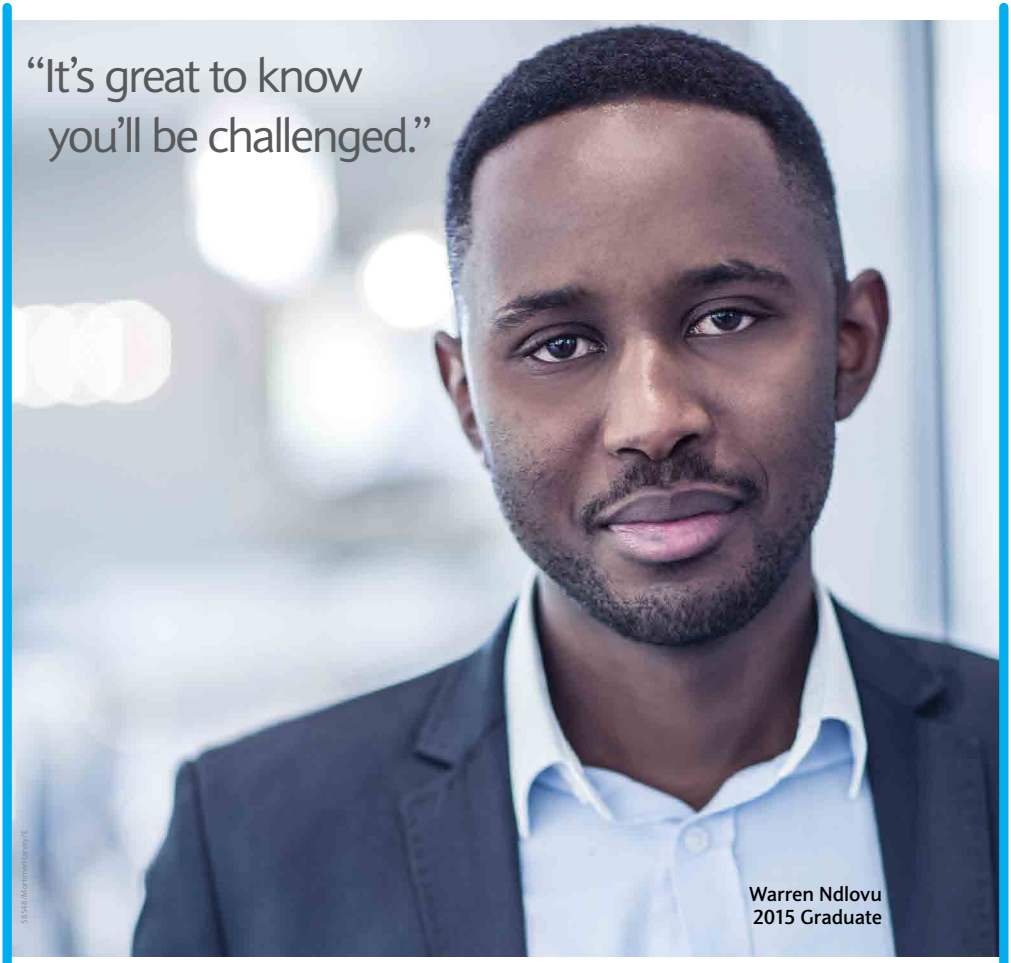

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