



UNIVERSITY
OF
JOHANNESBURG

PsyCaD
CAREER SERVICES

CAREER SERVICES Recruitment Guide 2022/23

Centre for Psychological Services and
Career Development (PsyCaD)

www.uj.ac.za/psycad



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- Tech Assurance
- Digital Consulting
- Financial Risk Management
- Internal Audit Risk & Compliance
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FirstRand//START

Welcome Message from the Director



The history of modern humans and societies have been shaped, through the ages, by multiple significant events. These events have shaped our physical and geographical spaces and the way in which we relate to each. There is no doubt that the Covid-19 epidemic will go down in history as a life changing event.

The pandemic had a devastating effect on human life, education and the global economy amongst many more. It brought the world to a standstill but it also provided a time to stop, think and re-evaluate. People had to adjust the way that they define work, workplaces and the future of work. Our homes became our new workplaces which brought about the challenge of work-life balance.

We couldn't talk about emerging workplace trends in 2022 without mentioning remote and hybrid work, largely stemming from the pandemic. It sparked a different way of thinking about what exactly a workplace is. Prior to the pandemic the concept of "working-from-home" was not common practice, however, the pandemic forced companies to rethink the efficiency of an "office based" work environment.

Career Counselling and Development Centers had to adjust their approaches to graduate recruitment activities in order to accommodate both students and companies. There was a sudden proliferation of online job search platforms and virtual, as opposed to on campus, career fairs, company showcases and industry talks. Although online and digital methods are cost effective and convenient, there seems to be growing need for people to reconnect in person and we will have to wait and see whether this need will result in the re-emergence of on campus events.

In this recruitment guide, that is published on an annual basis, students will find useful information and tips that will hopefully help them in their job hunting endeavors as well as their career development.

Prof Alban Burke

Director: Centre for Psychological Services and Career Development (PsyCaD)

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THE 2022 UNIVERSUM CAREERTEST

7,886 UJ students took part in the CareerTest & this is what they had to say...

Salary expectation

Female students expect to earn R24 121 in their first job after graduation. Whilst male students expect R26 306.



Most useful career services

1. Training for resume/CV writing and interviews
2. Career/job/internship fairs
3. Career counselling



Most important attributes in a university

1. Educational excellence
2. Safe campus environment
3. Excellent professors/lecturers



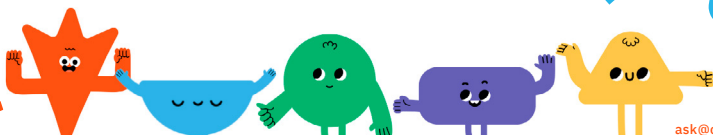
Top career preferences

1. Ethical standards
2. Professional training and development
3. Secure employment



Top preferred industries to work in

1. Banking
2. Education
3. Auditing and Accounting



Meet Your Employer Relations & Graduate Recruitment Team



Prof Alban Burke:
Director: PsycAd



Jules Solomons:
Employer Relations
Coordinator



Winnie Makhwanya:
Career Consultant and
Employer Relations
Coordinator



Liesl Scheepers:
Graduate Recruitment
Coordinator

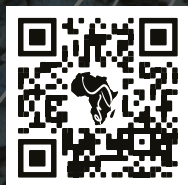
APPLICATIONS ARE OPEN

To apply to complete **Practical Vocational Training** or to participate in one of our **Vacation Programmes**, please include the following documents:

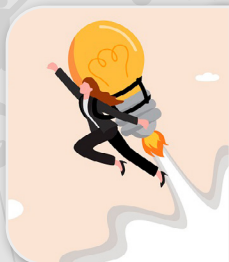
- LETTER OF MOTIVATION
- A COMPREHENSIVE CV
- FULL ACADEMIC TRANSCRIPT
- MATRIC CERTIFICATE
- COPY OF ID DOCUMENT
- ONE REFERENCE LETTER

Use the following link:

<https://www.ensafrica.com/trainees/>
to complete the application and upload
your documents



WHILE STUDYING



8 Ways to boost your career prospects

[Read More](#)



Changing your course

[Read More](#)



Benefits of volunteer work

[Read More](#)



Internships to gain experience

[Read More](#)



Virtual internships

[Read More](#)



Mentoring

[Read More](#)



Benefits of Work Integrated Learning

[Read More](#)



RECORDINGS OF THE VIRTUAL CAREER BOOT CAMP SESSIONS

What career am I looking to build?

Industry speaker: Kelebogile Motsa from Universum

<https://eu-lti.bbcollab.com/recording/e6bdb6cd84bc47ea92a55257b8010b4c>

<https://eu-lti.bbcollab.com/recording/0de926d454fc42a6a83609ec29c0211a>

<https://eu-lti.bbcollab.com/recording/bf08203b806f44958c4f7557d5b0a137>

<https://eu-lti.bbcollab.com/recording/fa26514a13c64499b25c3111024e5741>

Money, money, money

Industry speaker: Phelisa Rabedzwa from Standard Bank

<https://eu-lti.bbcollab.com/recording/1552366a326f488abbb36dc83effa9f3>

Start your own business

Industry speaker: Leon Lategan | CEO School of Entrepreneurship

<https://eu-lti.bbcollab.com/recording/52d3b09a706145d1bf118c3ba0e8b26b>

Job searching in the 4IR | UJCareerWiz

Industry speaker: Mark Muwanguzi

<https://eu-lti.bbcollab.com/recording/1f97ceebdfcb491b95f176eeefc95837>

Job searching in the 4IR | PeopleHawk

Industry speaker: Patrick Traynor

<https://eu-lti.bbcollab.com/recording/ea378019f5f14c90933d17490e1a48bc>

Job searching in the 4IR | GradStar

Industry speaker: Zaheera Seedat

<https://eu-lti.bbcollab.com/recording/422b3f23359b4cf1ac52c3a813221351>

Job searching in the 4IR | Cliquidity

Industry speakers: Karen Viljoen & Justin Hyde

<https://eu-lti.bbcollab.com/recording/ace42bf3f7c144ce8a1f23c27f29a8f6>

Selling myself in person

Industry speaker: Leah Prinsloo from EY

<https://eu-lti.bbcollab.com/recording/452d30b4e8a140d79337554916e0b737>

Interactive session: Mock interviews

Industry speaker: Leah Prinsloo from EY

<https://eu-lti.bbcollab.com/recording/ac49ebcb0b3142539065250ed7602760>

How do I sell myself in writing?

Industry speaker: Boipelo Mathodlana from Cliffe Dekker Hofmeyr

<https://eu-lti.bbcollab.com/recording/d5f8bf2350324801b4815afbe2a01d23>

<https://eu-lti.bbcollab.com/recording/2ac6c909211440929dc79840fa5123a3>

Interactive session: CV Writing

Industry speaker: Boipelo Mathodlana from Cliffe Dekker Hofmeyr

<https://eu-lti.bbcollab.com/recording/553b101d62d746598c62267edb3705b2>

EY SAICA Tax application

We are looking for you!

You will join a team of professionals who encourage autonomy, a team that is kindhearted, funny, hardworking, versatile, and inclusive. All working together to build a better working world.

Apply for our 2023 and 2024
SAICA Tax graduate programme

[EY | Tax SAICA 2023 JHB](#)

[EY | Tax SAICA 2024 JHB](#)

Are you?

- ▶ Data Driven
- ▶ Have the ability to solve problems
- ▶ Have strong Numerical skills
- ▶ Fascinated by the inner workings of business
- ▶ Have the desire to help the world's leading brands shape their business agendas
- ▶ Collaborative and high-performing

A career as unique as you are. It's yours to build.



DISABILITY UNIT INFORMATION

The University of Johannesburg's Disability Unit (DU) operates within the Centre for Psychological Services and Career Development (PsyCaD), and supports students with disabilities in the university setting. The DU's support for students with disabilities includes providing advice and facilitating academic accommodations, in partnership with the students' university departments and faculty. The DU provides the following support services to students with disabilities (SwDs) across all four UJ campus sites:

ACADEMIC SUPPORT

- To promote the academic success of students at the University of Johannesburg through making appropriate referrals
- Concession applications for tests and exams

TECHNOLOGICAL SERVICES

- Provision of enlargements for study material, test and exam papers
- The sourcing of electronic books from publishers
- Editing, formatting and adapting text to facilitate the 'brailing' process
- Assisting in Mobility training (for Visually impaired students) and campus orientation

PSYCHOLOGICAL SUPPORT

- Providing psychological, emotional and therapeutic support for students in need of such interventions

In addition, the DU also provides and/or assists with the Accessible computer spaces in the libraries and PsyCaD.

LIBRARIES:

- **APK:** Level 2,
- **APB:** ground floor level 1,
- **DFC:** ground floor level 1,
- **SWC:** computer labs

PSYCAD OFFICES

- **APK:** C ring 119
- **APB:** Impala court ground floor
- **DFC:** House no. 5 next to the student centre
- **SWC:** Adelaide Tambo building ground floor behind the library

The spaces have the following technology:

- Computers,
- Merlin desktop magnifiers,
- Eye-Pal solo book readers,
- ZoomText magnifying software,
- JAWS & NVDA screen reading software,
- Claro access suite, and
- Cannon scanners
- WordQ + Speak Q
- Read & Write gold software
- Large print keyboards

For more information, contact the University of Johannesburg's Disability Unit:

Main Offices: Auckland Park Kingsway
Campus APK, C Ring 1

Email: disabilityunit@uj.ac.za

Tel: 011 559 3745 | **Visit:** www.uj.ac.za/PsyCaD
www.facebook.com/PsyCaD



DISABILITY
SERVICES

WORK READINESS



In demand skills

[Read More](#)



4IR and the future of work

[Read More](#)



Future skills

[Read More](#)



Making yourself employable

[Read More](#)



Work Readiness Video

[View Video](#)



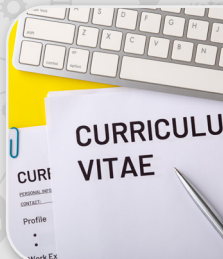
The importance of a good CV

[Read More](#)



CV Writing Video

[View Video](#)



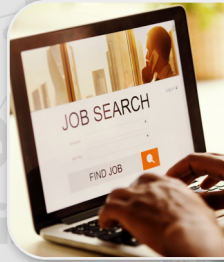
CV Template

[Read More](#)



Writing a strong cover letter

[Read More](#)



Effective job search strategies

[Read More](#)



Job Search Video

[View Video](#)



Virtual interviews

[Read More](#)



Interviews Video

[View Video](#)



Interview tips Video

[View Video](#)



Attire for interviews

[Read More](#)



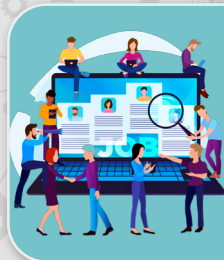
What You Need to Know About Personality Tests

[Read More](#)



Why are Assessment necessary to hire the right Talent?

[Read More](#)



Preparing for Career Fairs

[Read More](#)



Grow⁴Change

The opportunity to learn, the power to change.

It's what makes you special, it's your ability to break rules, shift paradigms and shatter expectations. It's your understanding of the world around you, what it is made of, and how it can be taken apart and put back together again. What makes it changeable. It's your power to challenge, change and disrupt. Join FNB's Grad Programme and find out how you can change the way we think, innovate and bank.

One simple change makes a big difference.
Bank of #TheChangeables.

Future League Week applications close

30 June 2022

Apply to the FNB Graduate Programme

Applications from 04 April – 21 August 2022

 www.fnbgrad.mobi





C A M A F

MEDICAL SCHEME

IN A CLASS OF ITS OWN

Established more than 70 years ago,
the Chartered Accountants (SA) Medical Aid Fund,
was designed to offer superior benefits to its qualifying
members in the accounting profession.

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and our real commitment to ensuring that in both good
and bad times, we are there for our members,
puts CAMAF in a class of its own.

Firm membership is open to Professional Accounting
Firms, as defined in our rules. Individual members are also
accepted, subject to certain approved qualifications.

Visit www.camaf.co.za for our eligibility criteria,
call us on

0860 100 545

or send us an email at custcare@camaf.co.za

Career Services Recruitment Programme

PsyCaD Career Services

VIRTUAL LAW CAREER FAIR

Thank You!

We would like to thank the following employers who participated in our Virtual Law Career Fair on 10 May 2022.

phatshoanehenney
GROUP OF ASSOCIATED LAW FIRMS

WERKSMANS
ATTORNEYS

BOWMANS
THE VALUE OF KNOWING

CLYDE & CO

ENSafrica.com

Legal Aid
South Africa
Your voice. For justice.
Independent and within reach.

MacRobert
Attorneys
Your strategic partner at law

NORTON ROSE FULBRIGHT

EVERSHEDS
SUTHERLAND

CDH
CLIFFE DEKKER HORNBY
INCORPORATING
KIETI LAW LLP, KENYA

ALLEN & OVERY

WEBBER WENTZEL
in alliance with > Linklaters

Baker
McKenzie.

FASKEN

KPMG



Pinsent Masons

PsyCaD Career Services

VIRTUAL CBE CAREER FAIR

Thank You!

We would like to thank the following employers who participated in our Virtual CBE Career Fair on 17 May 2022.



ONE CAPITAL



mazars



PsyCaD Career Services

VIRTUAL STEM CAREER FAIR

Thank You!

We would like to thank the following employers who participated in our Virtual STEM Career Fair on 24 May 2022.

 **accenture**

 **AirLiquide**

Deloitte.

entelect
everything is possible



EY
Building a better
working world

 **SAB**
The South African
Breweries



HATCH

 **Howden**

 **KPMG**



 **OUT
SURANCE**
You always get
something out.

 **PSG**

 **pwc**

 **rectron**

SOLIDitech
AUTOMATE YOUR BUSINESS

TRUWORTHS



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OF
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CAREER SERVICES



UPCOMING EVENTS

PsyCaD Career Services

Recruitment Programme 2022

**The Future
Reimagined**

VIRTUAL CAREER FAIRS

Broadway Career Show (General):

16 August: Exhibition

17 August: Company Presentations

VIRTUAL CAREER SERVICES SHOWCASES

FADA Career Showcase:

23 August

Work Integrated Learning Showcase:

8 & 9 September

Health Sciences Career Showcase:

20 September

Education Career Showcase:

21 September



PsyCaD
CAREER SERVICES



PsyCaD Career Services

VIRTUAL BROADWAY CAREER SHOW (GENERAL CAREER FAIR)

**The Future
Reimagined**

PsyCaD Career Services invites ALL UJ students to the Virtual Broadway Career Show. You will have the opportunity to engage with various top employers.

UJCareerWiz SPACES | 16 August 2022 | 08:30 – 16:00
Virtual Exhibition (Request chats with employers)

UJCareerWiz SPACES | 17 August 2022 | 08:30 – 16:00
Virtual Company Presentations

RSVP now on the UJCareerWiz platform | <https://ujcareerwiz.co.za/>

For more information on how to use the system, please view the below:
User Manual | Short Video Clips | <https://ujcareerwiz.co.za/manual>

f PsyCaDCareerServices @ Uj_career_services t @UJCareerService



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PsyCaD Career Services

VIRTUAL BROADWAY CAREER SHOW

The Future
Reimagined

VIRTUAL EXHIBITION: 16 AUGUST 2022 | 08:30 – 16:00

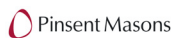
Don't miss out on an opportunity to engage with various top employers!

Register and RSVP now on the UJCareerWiz platform | <https://UJCareerWiz.co.za/>

Come and engage, network and learn about the available opportunities from the following companies:



PARLIAMENT
OF THE REPUBLIC OF SOUTH AFRICA



For more information on how to use the system, please view the User Manual and/or Short Video Clips: <https://ujcareerwiz.co.za/manual>

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PsyCaD
CAREER SERVICES

The Future
Reimagined

PsyCaD Career Services

VIRTUAL BROADWAY CAREER SHOW

COMPANY PRESENTATIONS | 17 AUGUST 2022

Don't miss out on an opportunity to find out more about our top employers.
Join the company presentations on Tuesday, 17 August 2022.

Register and RSVP now on the UJCareerWiz platform | <https://UJCareerWiz.co.za/>

You will be able to join the presentations on the day on the UJCareerWiz SPACES platform.

08:30 – 09:00	Welcome note	12:30 – 13:00	Old Mutual
09:00 – 09:30	HPE	13:00 – 13:30	OUTsurance
09:30 – 10:00	Nedbank	13:30 – 14:00	Parliament
10:00 – 10:30	Nestlé	14:00 – 14:30	Competition Draw
10:30 – 11:00	Pinsent	14:30 – 15:00	Beyond Technologies
11:00 – 11:30	AdvTech	15:00 – 15:30	Rand Mutual
11:30 – 12:00	PSTM	15:30 – 16:00	Kerridge
12:00 – 12:30	Accenture		

For more information on how to use the system, please view the User Guide and/or Short Video Clips: <https://ujcareerwiz.co.za/manual>

PsyCaDCareerServices Uj_career_services @UJCareerService



CHARTERED ACCOUNTANTS (SA)
REGISTERED AUDITORS

A photograph of three business professionals in an office setting. A man in a dark suit and tie stands on the right, smiling and holding a pen, looking at two women seated at a desk on the left. One woman is looking at a laptop, and the other is looking towards the man. The background shows office blinds.

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PsyCaD Career Services UJCareerWiz



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The Future
Reimagined

Your online career solution!

Welcome to UJCareerWiz – the one-stop UJ student career portal!

Address all your career needs in one online location conveniently located within your personal uLink page!

UJCareerWiz, PsyCaD Career Services' online career application offers you the following benefits:

- Set your profile, also to receive information about PsyCaD Career Services' events
- Use the CV Builder to build a dynamic CV and Cover Letter
- View employer profiles
- Apply for jobs on the Job Portal: graduate jobs, work experience (including internships), international remote work, casual/vacation work, bursaries and volunteering opportunities
- Work- Integrated Management system functionalities
- View and register for careers workshops
- View the Recruitment Programme and register for upcoming events (career fairs, company presentations and showcases)

Follow us on:

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Download the app on the google play store



*Find us by
logging onto
uLink*



*Register and
create your
profile on
UJCareerWiz*





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PsyCaD Career Services

SERVICES TO STUDENTS


- ✓ Online Services
- ✓ Walk-In Services
- ✓ Career Guidance
- ✓ Career Assessments
- ✓ Job Search Strategies
- ✓ CV Writing
- ✓ Cover Letter Writing
- ✓ Interview Skills
- ✓ Work Readiness Workshops
- ✓ Recruitment Programme
 - Career Fairs
 - Company Presentations
 - Recruitment Guide

Keep up to date with the latest on bursary, internship and graduate programme opportunities.

Join us on the UJCareerWiz Job Portal

Follow us on:

 PsyCaDCareerServices

 @PsyCaD

 uj_career_services

APB Impala Court

APK C-Ring 1

DFC House 2, Louisa Street

SWC Adelaide Tambo Building (Academic Block)

PSYCAD
CAREER
SERVICES



NEED SOME CAREER DIRECTION?

FOLLOW US!

PsyCaD Career Services

🌐 www.facebook.com/PsyCaDCareerServices
🐦 @UJCareerService 📷 uj_career_services

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Prepare yourself for an **EPIC** career

with a PeopleHawk profile

Explore Prepare Inspire Connect



Explore your personality and career potential.

Know your personality traits and workstyles. Find the words to describe yourself.



Prepare a great CV using one of our free templates.

Free CV builder and pixel-perfect infographic CV. Just add your personal statement.



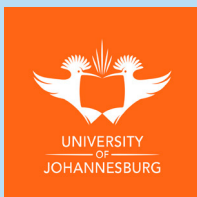
Inspire confidence in yourself and others.

Use our video app to perfect your elevator pitch and practice first round interviews.



Connect with companies and job opportunities.

Get scouted by top employers and explore hundreds of graduate jobs and internships.



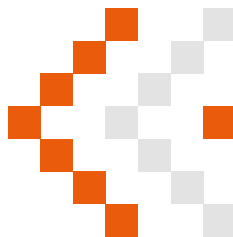
Join PeopleHawk free today:



UJ students sign
up here



UJenius students
only, sign up here



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How to Get Scouted on PeopleHawk

PeopleHawk is the graduate recruitment platform UJ has partnered with. In this article, we'll give you tips on how to make your profile standout and reveal the inside story on how employers scout for talent on PeopleHawk.

Opportunity

Graduate recruitment teams at many of South Africa's top employers have hundreds of graduate vacancies to fill each year. To compete for the best talent, they're looking at how universities can help them connect with the most suitable candidates. UJ's partnership with PeopleHawk gives these employers the ability to find their ideal candidates at UJ and contact students directly.

Follow one of the links below to join 2000 UJ students who are already showcasing their potential on PeopleHawk.

UJ students join here:

<https://platform.peoplehawk.com/#/register?clientCode=UJ2022>

UJenius Club members join here:

<https://platform.peoplehawk.com/#/register?clientCode=UJENIUS>

Show your potential

Graduate recruitment is all about spotting potential. But to highlight your potential, you first need to understand your strengths and then build them into your profile.

1. Take the 10-min PeopleHawk personality test to reveal your strengths across 12 behavioural traits and work styles that employers look for.
2. Incorporate your strengths into the personal statement of a PeopleHawk infographic CV template.
3. Bring your profile to life with a 1-min Elevator Pitch describing your unique personality, skills and experiences, to truly showcase your potential!

Now you're ready to get scouted, let's look at how graduate recruiters will find you on PeopleHawk.



How employers search on PeopleHawk

To make sure your profile stands the best chance of being spotted, we're sharing what we learnt from employers about how they use PeopleHawk to search, rank, review and request further information.

Above all else, employers want to hire YOU, not your CV. PeopleHawk profiles give recruiters greater insight into your potential, resulting in more confidence selecting you.

Step 1: Get into the search results

- **Course.** Employers may have specific courses or faculties they prefer to recruit from and so recruiters often begin their search with 'course'.
- **Graduation year.** Many employers, particularly in finance & law, want to connect with 2nd year students as well as those graduating this year. Make sure you've listed your 'graduation year'.
- **Work location.** Pick multiple cities if you're prepared to work outside Johannesburg.

Step 2: Put your personality forward

- **Personality traits.** With PeopleHawk, everyone has a chance to be top of the search result! How? After the initial search by an employer, PeopleHawk categorises student profiles in the search results against the desired personality type specified by the employer. This helps employers find candidates with similar personal strengths to their previous successful hires, or find different candidate types across the personality spectrum to complement their existing team.

Step 3: Your moment to shine

- **A CV designed for recruiters.** Next, recruiters will want to review your full profile, starting with a CV. Graduate recruiters look at a lot of CVs, but PeopleHawk's Infographic CV and Traditional CV template help them quickly find what they need.
- **Inspire confidence.** Some recruiters may have gained enough insight to contact you, but to inspire even greater confidence in you, complete your profile to truly showcase your potential!
 - 1) An **Elevator Pitch** brings your profile to life.
 - 2) Practice and perfect **Video Interview** questions.
 - 3) **Cognitive Games** show off your Working Memory, Mental Flexibility, and Logical Reasoning.
- **Requests from employers.** PeopleHawk enables recruiters to request that you complete an Elevator Pitch, or create a CV, etc. This means they're interested to learn more about you! Complete the action and they'll be notified about your update.

Step 4: Find and be found

- **Get scouted!** Now the employer's ready to contact you by email or phone, so double check your contact details are correct.
- **Find your ideal career.** Of course, you don't have to wait for recruiters to find you. PeopleHawk's job board has hundreds of graduate vacancies, internships and vacation work too.

So, whether you're hoping to get scouted for your dream career, look for work experience or simply want to create a CV, practice interviewing or learn about your personality strengths, then PeopleHawk is the place to discover and showcase your full potential.

IQbusiness

consulting | research | contracting

For a career that's as
dynamic as you are...

We're your go-to

IQbusiness is the leading independent management and technology consulting firm in South Africa. Our internship programme gives innovative thinkers and doers the space to hone their abilities and gain valuable experience in multiple industries and roles. So you can keep discovering new ways to be ***your best you.***

Be part of a team that helps companies overcome their toughest business challenges. Bring your independent thinking, an appetite for change and let's do great work together.

Applications open 1 June 2022.

Nehemiah Sikhosana - UX Designer
IQbusiness Graduate Intern 2021

www.IQbusiness.net/graduates



SOCIAL MEDIA & TECHNOLOGY



**Social
Media**

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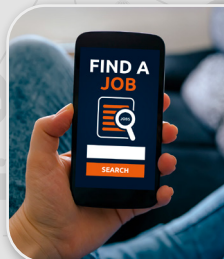
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Curious what the #1 Employer in Professional Services Category is doing to support their people around mental health these days?

See below answers to three questions from an interview between CNBC Africa and Keshnie Martin, HR Director, Accenture Africa

1. Accenture continues to achieve the best Top Employer rankings. What do you attribute this success to and how do you make sure that your employees are happy during the most difficult times?

In the pandemic-induced hybrid home and office work paradigm, onboarding, connecting and keeping employees happy, healthy, and motivated is among the single biggest collective priorities for senior leaders. The two-year COVID-19 interruption from the established status quo has resulted in employees rethinking their attitude to work – practice and careers.

At Accenture, we acknowledge these changes and support our people in the best way we can. We are always looking for ways to:

- **Support** the ongoing mental resilience of our people,
- **Evolve** our purpose to meet an enlightened workforce,
- **Create** a sense of belonging in virtual teams,
- **Reward** our people to meet their evolving needs,
- **Skill** them to transition into better opportunities within the firm, and more!

As a result, the hard work paid off! Being ranked first in the Professional Services Category and second amongst all companies by Top Employer is a huge accolade. It is a testament to the significant effort we put daily into growing our company and developing our people while delivering 360o value for our clients. In the past year, we have made further strides towards improving the Accenture employee experience.

We continued to actively promote work/life integration, race equality in the workplace, gender mainstreaming, and a focus on self-care via healthy living and most importantly, mental well-being which remains key priority for us this year.

2. Do you think some organisations might regard this approach as soft or even indulgent?

Conventional wisdom suggests that happier and healthier staff will inevitably be more focused and efficient. There is no magic formula to getting this right but revisiting some basic principles is a useful starting point. In a time where work isolation has for many become the norm, company culture needs to be recalibrated where recognition becomes an integral part of daily operation. And it's not just the big picture stuff, it's making sure that people's efforts are acknowledged and that managers are aware of changes – positive or negative – in an employee's life and that support is offered or an intervention activated.

The pandemic has allowed many of our people to think beyond the confines of their own job scope and develop wider interests and passions. This is something that we encourage and harness in the form of enabling more continuous learning. We believe a person who is a well-informed will inevitably add more value to a business.

The pandemic has also created for many an environment of isolation and has amplified the need for greater mentorship at all levels of the company. This is an aspect of business that is all too often sadly ignored with the poor excuse that work gets in the way. The upshot is you have staff members who can potentially add huge value, but who are not being guided by more experienced hands. It's a backward-looking company that is not implanting a well-structured mentorship programme with set and measurable targets.

3. The evidence suggests that many employees are struggling with mental health issues. How do you make sure that employees are not alone, and that help is available?

We recognise that supporting mental health & wellness accelerates equality for all. This is why we encourage our people to prioritise their mental and physical wellbeing. By breaking down the stigma, and letting our people know it's ok to not be ok, we create belonging and help our people build resilience.

So, how are we listening and taking action to support our people's needs? Here are a few ways:

- Our Mental Health Ally network of more than 8,900 trained individuals across all our operating countries provides compassionate support to anyone who needs it and connects them to professional help;
- Our Employee Assistance Programme is available around the globe, 24 hours a day, for our employees and their loved ones to get the support they need;
- We offer innovative tools and resources such as [Thriving Mind](#), created in partnership with Stanford Medicine and Thrive Global, to focus on better understanding the impact of negative stress and ways to build brain resiliency;
- Our new Mental Health Essentials training will help our people understand the signs that a colleague needs help, how to have a conversation on mental health and the steps to take to support someone in need; and
- We support organisations like the [Global Shapers Community](#) to revolutionise the conversation about mental health and wellness around the globe.



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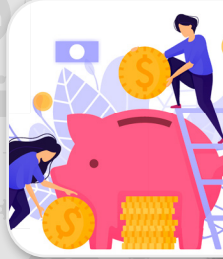
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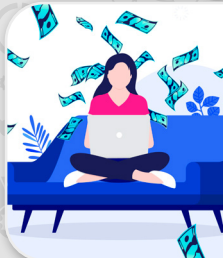
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Qualification verification between an alumni and third parties are at no cost.

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Get your E-Academic record at no cost.

Visit: www.uj.ac.za/academic-records

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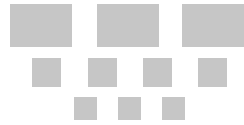
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A

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

Did you know?

FISA has developed an extensive archive of fiduciary-related court case summaries. You can read these on our website under “Court cases”.

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

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Company Overviews & Recruitment Drive Information

A

Accenture Accenture is a leading professional services company, with capabilities in strategy, consulting, digital, technology and operations.	Industry:	Multi National Professional Services Company
	Website:	www.accenture.com
	Number of positions available:	90
	Medium for applications:	Website
	Closing date for applications:	31 August 2022
	Faculty recruitment:	Faculty of Science, Faculty of Engineering and the Built Environment
	Graduate levels required:	Bachelor
	Employment opportunities:	Employment upon graduation
	Video:	https://drive.google.com/file/d/1k3cmeMGr5oC9KKjF8I4UoZpoEmXIKcIg/view?usp=sharing
Allen & Overy (South Africa) LLP Allen & Overy is an international law firm with a truly global presence, now spanning 44 offices in 32 countries. We have also developed strong ties with relationship law firms in over 100 countries where we do not have a presence. This network makes us one of the largest and most connected law firms in the world, with a global reach and local depth that is simply unrivalled.	Industry:	Legal Services
	Website:	www.allenoverly.com/en-gb/global
	Number of positions available:	5
	Medium for applications:	Website
	Closing date for applications:	1 August 2022
	Faculty recruitment:	Faculty of Law
	Graduate levels required:	BA Law, BCom Law, LLB
	Employment opportunities:	Articles of Clerkship, Bursaries, Vacation Programme
	View brochure:	https://drive.google.com/file/d/1dSRzSca-op2VdLWL2F6XGhooFXuNtGGQ/view?usp=sharing

Auditor General South Africa <p>The Auditor-General of South Africa has a constitutional mandate and, as the supreme audit institution (SAI) of South Africa, it exists to strengthen our country's democracy by enabling oversight, accountability and governance in the public sector through auditing, thereby building public confidence.</p>	Industry:	Audit
	Website:	www.agsa.co.za
	Number of positions available:	200
	Medium for applications:	Website
	Closing date for applications:	31 October 2022
	Faculty recruitment:	College of Business and Economics
	Graduate levels required:	Bachelor, Honours
	Employment opportunities:	Employment upon graduation
	View brochure:	https://drive.google.com/file/d/1fzxUSHlsWewjQUrhBY6QJgEOFYDQ_w9D/view?usp=sharing
Air Liquide <p>Air Liquide S.A., is a French multinational company which supplies industrial gases and services to various industries including medical, chemical and electronic manufacturers. Founded in 1902, after Linde it is the second largest supplier of industrial gases by revenues and has operations in over 80 countries.</p>	Industry:	Gas
	Website:	www.airliquide.com
	Number of positions available:	21
	Medium for applications:	Website
	Closing date for applications:	TBC
	Faculty recruitment:	Faculty of Engineering and the Built Environment
	Graduate levels required:	Honours
	Employment opportunities:	Employment upon graduation, Internships
	Video:	https://drive.google.com/file/d/1pQOOkKmN3DtuVutJMUFltDZGOTD8rjUq/view?usp=sharing

Baker McKenzie

Our Johannesburg office was launched in 2012 and has since grown to more than 120 lawyers and business services staff. By combining our substantial global resources and market-leading local presence in South Africa, we provide a truly international, on-the-ground service offering to our clients operating across the African market.

Industry:	Legal
Website:	www.bakermckenzie.com/en/locations/emea/south-africa
Number of positions available:	8
Medium for applications:	Website
Closing date for applications:	31 August 2022
Faculty recruitment:	Faculty of Law
Graduate levels required:	BA Law, BCom Law, LLB
Employment opportunities:	Articles of Clerkships, Vacation Programme
View opportunities:	https://drive.google.com/file/d/1A2tftfM5Xy-bbeAVnyTSHPOdthpFGhmy/view?usp=sharing
Video:	https://drive.google.com/file/d/1W7L7enoOSdyA1E3SpPbZHHfoR0pgPi8R/view?usp=sharing

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Bowmans is a leading Pan-African law firm. Our track record of providing specialist legal services, both domestic and cross-border, in the fields of corporate law, banking and finance law and dispute resolution, spans over a century. Our clients include corporates, multinationals and state-owned enterprises across a range of industry sectors as well as financial institutions and governments.

Industry:	Legal
Website:	www.bowmanslaw.com
Number of positions available:	2
Medium for applications:	Website
Closing date for applications:	TBC
Faculty recruitment:	Faculty of Law
Graduate levels required:	BA Law, BCom Law, LLB
Employment opportunities:	Vacation Programme
View opportunities:	https://drive.google.com/file/d/1du b5TmraYuMSGXGQI2mQhiXKrPTG2Nd1/view?usp=sharing
Video:	https://drive.google.com/file/d/1W9Xr4NrX77H9F4Oy9QelC3chLdQg9jz1/view?usp=sharing

CFA Society South Africa

CFA Society South Africa promotes ethical and professional standards within the investment industry, encourages professional development through the CFA Programme, and facilitates the open exchange of information and opinions. Administered by CFA Institute, the Chartered Financial Analyst (CFA) Programme is a graduate-level, self-study curriculum and examination programme for investment specialists.

Industry:	Education
Website:	www.cfasociety.org/southafrica/Pages/Home.aspx
Number of positions available:	1
Medium for applications:	Website
Closing date for applications:	31 December 2025
Faculty recruitment:	College of Business and Economics
Graduate levels required:	Bachelor
Employment opportunities:	TBC

Clyde & Co

Clyde & Co is a dynamic, rapidly expanding global law firm focused on providing a complete legal service to clients in our core sectors.

We are a leading global law firm focused on the sectors that move, build and power our connected world and the insurance that underpins it. Our core industry sectors are: insurance and reinsurance, transportation, energy, commodities and infrastructure.

Industry:	Legal
Website:	www.clydeco.com
Number of positions available:	10
Medium for applications:	Website
Closing date for applications:	30 July 2022
Faculty recruitment:	Faculty of Law
Graduate levels required:	BA Law, BCom Law, LLB
Employment opportunities:	Articles of Clerkships, Bursaries, Vacation Programme
View brochure:	https://drive.google.com/file/d/14juJuzcvK-KLeNe_R3Qkp5x9tqCkPADm/view?usp=sharing
Video:	https://drive.google.com/file/d/1w5FpjAeqLPwOPsA5PVrs_gtQMfNX1H3Y/view?usp=sharing

Cliffe Dekker Hofmeyr

Cliffe Dekker Hofmeyr is one of the largest business law firms in South Africa with more than 100 directors/partners and 300 qualified lawyers, located at offices in Johannesburg and Cape Town.

Our lawyers specialise in services covering the complete spectrum of business legal needs with our corporate and commercial services covering the full range of business legal services, which we deliver through our seven core practice areas and sector services.

Industry:	Legal
Website:	www.apply4law.africa
Number of positions available:	30
Medium for applications:	Website
Closing date for applications:	TBC
Faculty recruitment:	Faculty of Law
Graduate levels required:	BA Law, BCom Law, LLB
Employment opportunities:	Articles of Clerkships, Vacation Programme
View brochure:	https://drive.google.com/file/d/1Rgzk6zE5w45dgAGZ-7oVgoGsqJeiETyp/view?usp=sharing

Chartered Accountants (SA) Medical Aid Fund (CAMAF) Chartered Accountants Medical Aid Fund.	Industry:	Health & Wellness
	Website:	www.camaf.co.za/
	Number of positions available:	TBC
	Medium for applications:	Website
	Closing date for applications:	31 December 2022
	Faculty recruitment:	College of Business and Economics
	Graduate levels required:	Honours
	Employment opportunities:	TBC
	View brochure:	https://drive.google.com/file/d/1W aOoVj8sedmQd5LzstEqP1XQFVc1y 3H5/view?usp=sharing

Competition Commission of South Africa The Competition Commission (Commission) is one of three independent statutory bodies established in terms of the Competition Act, No. 89 of 1998 (the Act) to regulate competition between firms in the market. The other bodies are the Competition Tribunal (Tribunal) and the Competition Appeal Court (CAC). The Commission is the investigating and prosecuting agency in the competition regime while the Tribunal is the court. The CAC hears appeals against decisions of the Tribunal. Although each of the bodies functions independently of each other and of the State, the Commission and Tribunal are administratively accountable to the Economic Development Department (EDD), while the CAC is part of the judiciary.	Industry:	Government
	Website:	www.compcom.co.za/
	Number of positions available:	TBC
	Medium for applications:	Website
	Closing date for applications:	TBC
	Faculty recruitment:	College of Business and Economics
	Graduate levels required:	Honours, Master
	Employment opportunities:	Internships
	View brochure:	https://docs.google.com/presentation/d/1JNXxSEYOrMUaCn--qZN2_O89Ua15db-/edit?usp=sharing&ouid=102656768355547792886&rtpof=true&sd=true

D

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Industry:	Accounting & Consulting
Website:	www.joindeloitte.co.za/
Number of positions available:	Accounting 180 Consulting 10
Medium for applications:	Website
Closing date for applications:	Accounting 30 April 2023 Consulting 31 August 2022
Faculty recruitment:	College of Business and Economics, Faculty of Science, Faculty of Engineering and the Built Environment
Graduate levels required:	Bachelor, Honours, Masters
Employment opportunities:	Employment upon graduation, Vacation work, Work integrated learning
View brochure:	https://drive.google.com/file/d/12QO-0-8IFuwGPFsYXGa2Dr1BAIp7HGB0/view?usp=sharing
Video:	https://drive.google.com/file/d/1Muums2j9LJ8cUcwnUJQujTez5i1wa8G/view?usp=sharing

E

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We are an independent law firm, which means that, irrespective of where our clients have business interests across Africa, we will ensure that you receive consistent, high-quality services.

Industry:	Legal
Website:	www.ensafrica.com/trainees
Number of positions available:	20
Medium for applications:	Website
Closing date for applications:	31 December 2022
Faculty recruitment:	Faculty of Law
Graduate levels required:	BA Law, BCom Law, LLB
Employment opportunities:	Articles of Clerkship, Vacation Programme
View opportunities:	https://drive.google.com/file/d/1rFTyJDLRO1CS9YHDjH9JR6l6rLBGnHLf/view?usp=sharing

<p>Entelect Software</p> <p>ARE YOU PREPARED TO BECOME MORE? Like the naïve teenager who becomes the saviour of an entire galaxy, you too have the potential for greatness when you work with us at Entelect. Should you choose to start your journey with us, you are not only joining a leading software engineering company, you are becoming a part of something much bigger; where the possibilities are endless. Leave your fears behind and insecurities at the door, and bring the magic of you. LET'S GO FURTHER, LET'S BECOME MORE.</p>	<p>Industry:</p> <p>Website:</p> <p>Number of positions available:</p> <p>Medium for applications:</p> <p>Closing date for applications:</p> <p>Faculty recruitment:</p> <p>Graduate levels required:</p> <p>Employment opportunities:</p> <p>Video:</p>	<p>ICT</p> <p>www.culture.entelect.co.za/</p> <p>75</p> <p>Website</p> <p>1 November 2023</p> <p>Faculty of Engineering and the Built Environment</p> <p>Bachelor, Honours, Masters</p> <p>Employment upon graduation</p> <p>https://drive.google.com/file/d/1vQRgG0ULEfMJ2ZVGSsmGjdNDAYVg--f4X/view?usp=sharing</p>
<p>Eversheds Sutherland</p> <p>A global full-service law firm who assists our clients seamlessly to do business in South Africa and across the globe.</p>	<p>Industry:</p> <p>Website:</p> <p>Number of positions available:</p> <p>Medium for applications:</p> <p>Closing date for applications:</p> <p>Faculty recruitment:</p> <p>Graduate levels required:</p> <p>Employment opportunities:</p> <p>View brochure:</p> <p>Video:</p>	<p>Legal Services</p> <p>www.eversheds-sutherland.com/global/en/index.page</p> <p>8</p> <p>Website</p> <p>TBC</p> <p>Faculty of Law</p> <p>LLB</p> <p>Employment upon graduation</p> <p>https://drive.google.com/file/d/1Fy7jITLBe5I6y9r_ZUq95ValGTdvqNLV/view?usp=sharing</p> <p>https://drive.google.com/file/d/1lb8Pjsmcry52ybXM9radDx4r8u9hnGa8/view?usp=sharing</p>
<p>EY</p> <p>At EY, our purpose is building a better working world. The insights and services we provide help to create long-term value for clients, people and society, and to build trust in the capital markets.</p>	<p>Industry:</p> <p>Website:</p> <p>Number of positions available:</p> <p>Medium for applications:</p> <p>Closing date for applications:</p> <p>Faculty recruitment:</p> <p>Graduate levels required:</p> <p>Employment opportunities:</p> <p>View brochure:</p>	<p>Financial Services</p> <p>www.ey.com/en_za</p> <p>500</p> <p>Website</p> <p>31 December 2022</p> <p>College of Business and Economics, Faculty of Engineering and the Built Environment, Faculty of Science</p> <p>Bachelor, Honours, Masters</p> <p>Employment upon graduation</p> <p>https://drive.google.com/file/d/1U1QpmVQ3zX7ZUmKJiihTQggfe4fAzdU9/view?usp=sharing</p>

F

Fiduciary Institute of Southern Africa (FISA)

A non-profit body that represents fiduciary professionals drawn partly from the financial planning, law and accounting fields. Our members draft wills, do estate planning, estate administration and trusts.

Industry:	Fiduciary/Financial Services
Website:	www.fisa.net.za
Number of positions available:	TBC
Medium for applications:	Website
Closing date for applications:	1 December 2022
Faculty recruitment:	College of Business and Economics, Faculty of Law
Graduate levels required:	Bachelor
Employment opportunities:	Bursaries

FirstRand Bank

Talented individuals who love challenges, are motivated to add value and have innovative ideas will always find a home at FirstRand.

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

Industry:	Financial Services
Website:	www.my4in1.com
Number of positions available:	CA: 10 Quants: 19
Medium for applications:	Website
Closing date for applications:	31 August 2022
Faculty recruitment:	College of Business and Economics, Faculty of Engineering and the Built Environment, Faculty of Science
Graduate levels required:	Honours, Master's
Employment opportunities:	Bursaries, Employment upon graduation

FNB At FNB, we're always looking for graduates who are ready for the big world. And ready to make a difference. Through the work you'll do and the attitude you bring, you can shape the organisation, the industry and the world. Because we're driven to not only help customers but are also determined to create a better world.	Industry:	Retail Banking
	Website:	www.fnb.co.za
	Number of positions available:	150
	Medium for applications:	Website
	Closing date for applications:	21 August 2022
	Faculty recruitment:	Faculty of Engineering and the Built Environment, Faculty of Science
	Graduate levels required:	Bachelor, Honours, Masters
	Employment opportunities:	Employment upon graduation
	View brochure:	https://drive.google.com/file/d/1YznQXIt3F2fPkllqCUIUiJZAAIB6gyd/view?usp=sharing

Fasken We are an innovative and forward-thinking business and litigation law firm, founded in Canada in 1863. Our team of over 800 lawyers provide expertise in every sector, including complex and high-profile matters across more than 130 practices and industry specialties. With regional representation in 10 offices in Canada, the United Kingdom, South Africa and China, we provide a global reach across four continents.	Industry:	Law
	Website:	www.fasken.com/en/careers/lawstudents/johannesburg
	Number of positions available:	4
	Medium for applications:	Website
	Closing date for applications:	TBC
	Faculty recruitment:	Faculty of Law
	Graduate levels required:	LLB
	Employment opportunities:	Articles of Clerkship, Vacation Programme
	View brochure:	https://drive.google.com/file/d/1Psiwf_yxtMct2OHwsGHRsuxt8TsZwYTB/view?usp=sharing

G

Howden

Originally founded by James Howden in Scotland as a marine engineering firm in 1854, Howden has grown and evolved into a global leader in manufacturing air and gas handling solutions. With the power of our engineering expertise and technology, our equipment plays an integral role within our customers' processes, which provide safe and reliable solutions that are both sustainable and efficient.

Howden supports multiple sectors including infrastructure, power generation, oil & gas, wastewater, metals, mining and transportation.

We work in partnership with our customers, wherever they are, to deliver sustainable and customised solutions. For over a century we have built a strong global network of experts that is formed from responsive local service and delivery teams, in more than 100 countries, who are familiar with local requirements and challenges. We are proud that our people and business are part of the communities in which we operate in.

Our mantra is 'revolving around you', something that has underpinned our business since it was established. Constantly improving our products and services according to our customers' needs, Howden has never stood still.

Industry:	Engineering / Manufacturing
Website:	www.howden.com
Number of positions available:	3
Medium for applications:	Website
Closing date for applications:	TBC
Faculty recruitment:	Faculty of Engineering & the Built Environment, Faculty of Science
Graduate levels required:	Bachelor
Employment opportunities:	Employment upon graduation, Learnerships, Work integrated learning
View opportunities:	https://drive.google.com/file/d/18aBWLeroBKkl7tDHFU0t3jfPE4Wqd_V5/view?usp=sharing

<p>Hatch</p> <p>Our organization is passionately committed to the pursuit of a better world through positive change. We embrace your visions as our own and partner with you to develop better ideas that are smarter, more efficient, and innovative. Our global network of 9,000 professionals work on the world's toughest challenges. Our experience spans over 150 countries around the world in the metals, energy, infrastructure, digital, and investments market sectors.</p> <p>We are employee-owned and independent—free to bring our best thinking to your business. Our exceptional, diverse teams combine vast engineering and business knowledge, working in partnership with our clients to develop market strategies, manage and optimize production, develop new game-changing technologies, and design and deliver complex capital projects.</p> <p>We work closely with the communities in which we serve to ensure that our solutions optimize environmental protection, economic prosperity, social justice, and cultural vibrancy. We want their businesses, ecosystems, and communities to thrive, both now and into the future.</p> <p>Our people are passionate about our corporate purpose and values. We believe in long-term relationships with our partners, and are committed to our clients' lasting success.</p> <p>We are "entrepreneurs with a technical soul."</p>	Industry:	Mining & Quarrying
	Website:	www.hatch.com/
	Number of positions available:	30
	Medium for applications:	Website
	Closing date for applications:	31 August 2022
	Faculty recruitment:	Faculty of Engineering and the Built Environment
	Graduate levels required:	Bachelor, Honours, Masters
	Employment opportunities:	Bursaries, Employment upon graduation, Internships, Vacation Work
	View opportunities:	https://drive.google.com/file/d/1DbnDfiwQDOZrGKTKwKpmOnB5DD5NZQh-/view?usp=sharing

I

IQbusiness
IQbusiness, previously The IQ Business Group, was founded in South Africa in 1998, by a group of individuals from the world's top consulting firms. They believed that there was a better, faster and more cost effective way to deliver service excellence and accelerated results. **Today, IQbusiness is the largest independent management consulting firm in South Africa**, attracting top talent and ambitious clients, both locally and globally.

Industry:	Management Consulting
Website:	www.iqbusiness.net/
Number of positions available:	60
Medium for applications:	Website
Closing date for applications:	31 August 2022
Faculty recruitment:	College of Business and Economics, Faculty of Engineering & the Built Environment, Faculty of Law, Faculty of Science
Graduate levels required:	Bachelor, Honours, Masters
Employment opportunities:	Internships, Employment upon graduation

J

K

KPMG

KPMG is a global network of professional financial services firms providing Audit, Tax and Advisory services.

Industry:	Accounting
Website:	www.kpmg.co.za
Number of positions available:	1000
Medium for applications:	Website
Closing date for applications:	1 December 2022
Faculty recruitment:	College of Business and Economics, Faculty of Engineering & the Built Environment, Faculty of Law
Graduate levels required:	Bachelor, Honours, Master's
Employment opportunities:	Employment upon graduation, Bursaries, Vacation work
View brochure:	https://drive.google.com/file/d/1D_NTA_ChwTjLVuWNKyqhRG-YOW1O23R1/view?usp=sharing
Video:	https://drive.google.com/file/d/1TQZ6_aZQ1kD9qxt7-heMxrfQ5q8pKlTi/view?usp=sharing

L

Legal Aid South Africa

Legal Aid South Africa is an independent statutory body established by the Legal Aid Act 39 of 2014, as amended. The objects of Legal Aid South Africa are to:

- (a) render or make available legal aid and legal advice;
- (b) provide legal representation to persons at state expense; and
- (c) provide education and information concerning legal rights and obligations, as envisaged in the Constitution

Industry:	Legal Services
Website:	www.legal-aid.co.za
Number of positions available:	30
Medium for applications:	Website
Closing date for applications:	TBC
Faculty recruitment:	Faculty of Law
Graduate levels required:	LLB
Employment opportunities:	Articles of Clerkship
View brochure:	https://drive.google.com/file/d/1VXoLJuDWh25uUMscQdxLJu4JOOhwmkRR/view?usp=sharing

M

MacRobert Attorneys

MacRobert Inc. is a legal firm based in Pretoria, with offices in the Cape Town and Durban regions. MacRobert specializes in all areas of law except Family and criminal law. When recruiting new candidates into our firm We look for individuals who posses the "Eish" factor, meaning; Enthusiastic - Interested - Smart and Hard working.

Industry:	Legal
Website:	www.macrobert.co.za
Number of positions available:	10
Medium for applications:	Website
Closing date for applications:	TBC
Faculty recruitment:	Faculty of Law
Graduate levels required:	BA Law, BCom Law, LLB
Employment opportunities:	Articles of Clerkships
Video:	https://drive.google.com/file/d/1weY2FuFO50CFiURQcwYDw_9bNNJOvi8I/view?usp=sharing

Mazars

Industry:	Finance
Website:	www.careers.mazars.com/
Number of positions available:	50
Medium for applications:	Website
Closing date for applications:	31 December 2022
Faculty recruitment:	College of Business and Economics
Graduate levels required:	Honours
Employment opportunities:	Learnerships, Vacation Work
View brochure:	https://drive.google.com/file/d/1TJaFsX0l5rarXtJSQLY0gFRcdHEV2LWO/view?usp=sharing
Video:	https://drive.google.com/file/d/168EBeyqFJcERYlatv129sZ-roWGVz2V5/view?usp=sharing

Nestlé South Africa

Nestlé is the world's largest food and beverage company. We have more than 2000 brands ranging from global icons to local favourites, and we are present in 191 countries around the world.

Industry:	FMCG
Website:	www.nestle.com
Number of positions available:	15
Medium for applications:	Website
Closing date for applications:	31 December 2022
Faculty recruitment:	College of Business and Economics, Faculty of Engineering and the Built Environment
Graduate levels required:	National Diploma, National Higher Diploma / BTECH, Bachelor, Honours
Employment opportunities:	Internships, Learnerships

Norton Rose Fulbright

Norton Rose Fulbright is a global law firm. We provide the world's preeminent corporations and financial institutions with a full business law service. We have more than 3500 lawyers and other legal staff based in more than 50 cities across Europe, the United States, Canada, Latin America, Asia, Australia, Africa, the Middle East and Central Asia.

Industry:	Legal
Website:	www.nortonrosefulbright.co.za
Number of positions available:	30
Medium for applications:	Website
Closing date for applications:	31 December 2022
Faculty recruitment:	Faculty of Law
Graduate levels required:	BA Law, BCom Law, LLB
Employment opportunities:	Articles of Clerkships, Bursaries, Vacation Programme
View Graduate Programme:	https://drive.google.com/file/d/1o2lXsUv6rT0U4_CQzsXHT3mqL7yzLEd/view?usp=sharing

Nedbank Nedbank's history traces back to the early 19th century with the establishment of the Cape of Good Hope Bank in 1831. Following successive branding and structural changes, from The Nederlandsche Bank voor Zuid-Africa to the Netherlands Bank of South Africa (NBSA), to Nedcor Group in the 1980s, Nedbank Group was formed in 2003. Today we have strategic alliances across the globe, and are proud of our reputation as one of the most transformed banks in South Africa.	Industry:	Financial Services
	Website:	www.nedbank.co.za
	Number of positions available:	5
	Medium for applications:	Website
	Closing date for applications:	TBC
	Faculty recruitment:	College of Business and Economics, Faculty of Law, Faculty of Science, Faculty of Engineering and the Built Environment
	Graduate levels required:	Bachelor, Honours, Masters
	Employment opportunities:	Employment upon graduation
	View Graduate Programme:	https://drive.google.com/file/d/17BQCO1_VRCrMaCPXO1EefDw4Hr-ATHgo/view?usp=sharing
	Video:	https://drive.google.com/file/d/1C_9Cxkg5NWJo8GsO-kvtrI3JDUG4sq3j/view?usp=sharing



One Capital Advisory (Pty) Ltd One Capital is an independent advisory firm based in Johannesburg, focusing on the provision of independent, bespoke corporate and regulatory advisory services.	Industry:	Financial Services
	Website:	www.onecapital.co.za/
	Number of positions available:	4
	Medium for applications:	Website
	Closing date for applications:	TBC
	Faculty recruitment:	College of Business and Economics
	Graduate levels required:	Bachelor, Honours, Masters, Doctorate
	Employment opportunities:	Employment upon graduation
	Company overview:	https://drive.google.com/file/d/1iTewuXBDcbrISrnejGe-gEtR7OwDS9c-/view?usp=sharing

OUTsurance OUTsurance pioneered the concept of money back for remaining claim-free! Since then we've paid out over R3 billion in cash OUTbonuses and saved consumers hundreds of millions of rands in premiums. Today OUTsurance is renowned for its innovative value-for-money products, world-class service and paying over R1m per day in OUTbonuses on average. Our journey of innovation continues – so watch OUT.	Industry:	Insurance and Risk Management
	Website:	www.outsurance.co.za/
	Number of positions available:	TBC
	Medium for applications:	Webiste
	Closing date for applications:	TBC
	Faculty recruitment:	Faculty of Science, Faculty of Engineering and the Built Environment
	Graduate levels required:	Bachelor, Honours, Masters
	Employment opportunities:	Employment upon graduation
	View opportunities:	https://drive.google.com/file/d/1lF4szwPMYHA_rHk0eOwzsq_-Ncb5glGD/view?usp=sharing
	Video:	https://drive.google.com/file/d/1f2zOUXBjhMrybva-3d5PJkaWf8gVZPU2/view?usp=sharing

P

Phatshoane Henney Group of Associated Law Firms The Phatshoane Henney Group is South Africa's largest association of independent law firms. Member firms practice independently but in association. As a national network of law firms, the group is a unique and proudly South African first for the legal industry.	Industry:	Legal
	Website:	www.phfirms.co.za/
	Number of positions available:	10
	Medium for applications:	Website
	Closing date for applications:	TBC
	Faculty recruitment:	Faculty of Law
	Graduate levels required:	BA Law, BCom Law, LLB
	Employment opportunities:	Articles of Clerkships, Vacation Programme
	Company presentation:	https://drive.google.com/file/d/1iZiv4Yafg-JLgik7XHw0c-zXornz8HAe/view?usp=sharing
	Video:	https://drive.google.com/file/d/1loqGXMBSNUDQNIjIwD_hfca_XL5aexj_/view?usp=sharing

PKF South Africa The people within our network set us apart from our competitors and makes us unique. Together, we are a national family who fully embrace and live our values. At PKF, we bring the best in the world to family businesses everywhere. Owner managed and independent, we know what you need to know and understand how you feel. Through our national and international networks, we have the resources to service businesses of all sizes. We also know that every business is different. Our member firms tailor their services to meet each client's specific needs. Our clients acknowledge both our sound business judgment and our innovative application of specialist skills, where quality of delivery includes not just technical expertise but also personal attention and a pragmatic, cost-effective approach.	Industry:	Audit and Assurance
	Website:	www.pkf.co.za/
	Number of positions available:	80
	Medium for applications:	Website
	Closing date for applications:	31 October 2022
	Faculty recruitment:	College of Business and Economics
	Graduate levels required:	Honours
	Employment opportunities:	Employment upon graduation
	View brochure:	https://drive.google.com/file/d/19AQdhBdoNJ-Er4sJ3KhLtTlqCRL4cbk3/view?usp=sharing
	Video:	https://drive.google.com/file/d/199cUrhviMYynyVv5jQYYCQTx2J4apKy4/view?usp=sharing

PwC PricewaterhouseCoopers is a multinational professional services network of firms, operating as partnerships under the PwC brand. PwC ranks as the second-largest professional services network in the world and is considered one of the Big Four accounting firms.	Industry:	Accounting and Professional Services
	Website:	www.pwc.co.za/
	Number of positions available:	TBC
	Medium for applications:	Website
	Closing date for applications:	18 September 2022
	Faculty recruitment:	College of Business and Economics, Faculty of Science, Faculty of Engineering and the Built Environment
	Graduate levels required:	Bachelor, Honours, Masters, Doctorate
	Employment opportunities:	Employment upon graduation
	View opportunities:	https://drive.google.com/file/d/1hcRkk7dgeqgNdZCI5sj4Ayk_UhvqTDcA/view?usp=sharing
	Video:	https://drive.google.com/file/d/1aMau9lWbIZq1n9JK7_-BMnlyZ7DZIYdZ/view?usp=sharing

Pinsent Masons Africa LLP Pinsent Masons LLP is an international law firm which specialises in the energy, infrastructure, financial services, real estate and advanced manufacturing and technology sectors. The firm ranks among the top hundred law firms in the world by turnover.	Industry:	Legal
	Website:	www.pinsentmasons.com/
	Number of positions available:	2
	Medium for applications:	Website
	Closing date for applications:	TBC
	Faculty recruitment:	Faculty of Law
	Graduate levels required:	LLB
	Employment opportunities:	Articles of Clerkships, Vacation Programme
	Company overview:	https://drive.google.com/file/d/1J2HD4L4JrH_6jclr6wg2G3Lf0Mg0oXPX/view?usp=sharing

PSG Konsult PSG Konsult is a financial services company focused on providing wealth management, asset management and insurance solutions to clients. PSG Konsult was founded in 1996.	Industry:	Financial Services
	Website:	www.psg.co.za/
	Number of positions available:	60
	Medium for applications:	Website
	Closing date for applications:	31 December 2022
	Faculty recruitment:	Faculty of Science, Faculty of Engineering and the Built Environment
	Graduate levels required:	Bachelor, Honours, Masters
	Employment opportunities:	Bursaries, Employment upon graduation
	View Graduate Programme:	https://drive.google.com/file/d/13ZvZAL_DNo73y99uCx6y-FspRXYeICN/view?usp=sharing

RSM South Africa Inc.

RSM is the 6th largest network of audit, tax and consulting firms in the world. We fall in the medium size category and have offices nationally in Cape Town and Johannesburg. RSM South Africa has a broad-based clientele which includes both local and international clients, of both a personal or corporate nature. At RSM, we build strong relationships based on deep understanding of what matters most to our clients. Our vision is to be the adviser of choice to middle market leaders globally.

As a network we underpin our brand with the following values that are integral to the way we act with each other as with our clients:

Respect - treat others as we would like to be treated

Integrity - do the right thing

Teamwork - work together effectively

Excellence - be the best in everything we do

Stewardship - better our network, members and our people.

Our dedication to providing outstanding levels of client service means we're always on the lookout for bright and ambitious Trainee Accountants, who want to qualify as Chartered Accountants.

We provide extensive training and development to help you achieve your best. At RSM, you will be valued as an individual, mentored as a future leader, and recognised for your accomplishments and potential. We provide a challenging and rewarding environment and the chance for you to build your own knowledge and expertise.

Industry:	Auditing & Assurance
Website:	www.rsm.global/southafrica/
Number of positions available:	30
Medium for applications:	Website
Closing date for applications:	30 September 2022
Faculty recruitment:	College of Business and Economics
Graduate levels required:	Honours
Employment opportunities:	Learnerships
Company presentation:	https://docs.google.com/presentation/d/1ombj5-JfsaMHL9ZBuJeowzlsYrbMiUli/edit?usp=sharing&oid=102656768355547792886&rtopof=true&sd=true
Video:	https://drive.google.com/file/d/1kkN5fIRZcpYzYBG2G9AWsY8iYT5jLw1V/view?usp=sharing

Rectron Rectron is a dynamic and innovative ICT company offering software, networking, data centre solutions, surveillance, data storage and cloud computing. Our services comprise sales, distribution, technical support, assembly, repairs and financing for resellers, retailers, ISPs and end-customers.	Industry:	ICT Solutions Distribution
	Website:	www.rectron.co.za
	Number of positions available:	12
	Medium for applications:	Website
	Closing date for applications:	TBC
	Faculty recruitment:	Faculty of Engineering and the Built Environment
	Graduate levels required:	National Diploma, National Higher Diploma/BTECH, Bachelor
	Employment opportunities:	Learnerships
	View company profile:	https://drive.google.com/file/d/1vRi87INl6o_1LNOLgOyJtm-UexrbuOZR/view?usp=sharing

S

South African Institute of Chartered Accountants The South African Institute of Chartered Accountants (SAICA) is the foremost accountancy body in South Africa and one of the leading Institutes in the world.	Industry:	Accounting
	Website:	www.saica.co.za
	Number of positions available:	100
	Medium for applications:	Website
	Closing date for applications:	31 August 2022
	Faculty recruitment:	College of Business and Economics
	Graduate levels required:	Bachelor
	Employment opportunities:	Bursaries, Employment upon graduation
	View brochure:	https://drive.google.com/file/d/1NcGAUDE4cr-GVPX679-2BgdM3PEeOcl/view?usp=sharing
	Video:	https://drive.google.com/file/d/1qEnInT-h0VXKKHhp0VuTaA53xfKHBN7L/view?usp=sharing

SNG Grant Thornton SNG Grant Thornton is the South African member firm of Grant Thornton International Ltd. We have progressed expeditiously in every aspect ever since our establishment in 1985. We invest in listening, building relationships and understanding your concerns to deliver an experience that's more personal, agile and proactive. We work at the pace that matters. Yours. That's why we celebrate fresh thinking and diverse perspectives to find better solutions. We don't predict the future. We help you shape it.	Industry:	Audit
	Website:	www.grantthornton.co.za/
	Number of positions available:	100
	Medium for applications:	Website
	Closing date for applications:	TBC
	Faculty recruitment:	College of Business and Economics
	Graduate levels required:	Honours
	Employment opportunities:	Employment upon graduation
	View brochure:	https://drive.google.com/file/d/1c67KqE_EJMPBQv4LSZaBMzM5zLeialSb/view?usp=sharing
SOLIDitech	Video:	https://drive.google.com/file/d/12ZdG-GXY71IagA0GhXd7aebIRcleuFlj/view?usp=sharing
	Industry:	Software & Telecommunications
	Website:	www.soliditech.com/
	Number of positions available:	5
	Medium for applications:	Website
	Closing date for applications:	31 December 2022
	Faculty recruitment:	Faculty of Science, Faculty of Engineering and the Built Environment
	Graduate levels required:	National Diploma, National Higher Diploma / BTECH, Bachelor, Honours, Masters, Doctorate
	Employment opportunities:	Employment upon graduation
	Company Presentation:	https://drive.google.com/file/d/1sf_gxxNbEZTgmXa4YHMjuCHeVZrYixrOB/view?usp=sharing
	Video:	https://drive.google.com/file/d/1YtjzQBCfsR6hx2fRPx5cSS1h5nhDNKD_/view?usp=sharing

The South African Breweries

The South African Breweries Limited is a holding company invested in and taking management responsibility for a portfolio of businesses, principally engaged in meeting mass market consumer needs. Beer is the major profit contributor, but an important balance is provided by interests in complementary beverages, retailing, hotels, and the manufacture and supply of selected consumer goods and services, together with strategic investments in businesses which support the mainstream interests.

Industry:	Consumer Goods
Website:	www.sab.co.za/
Number of positions available:	Multiple
Medium for applications:	Website
Closing date for applications:	31 December 2022
Faculty recruitment:	Faculty of Science, Faculty of Engineering and the Built Environment
Graduate levels required:	Bachelor, Honours, Masters
Employment opportunities:	Learnerships, Employment upon graduation
Talent Programme Overview:	https://drive.google.com/file/d/1xbipg1mHGG9bjZpRwKu-lnL_-hAIR73U/view?usp=sharing
Video:	https://drive.google.com/file/d/1rwhbdfLjMwqKvzNOnGVc2nvDpttHnGct/view?usp=sharing

The Southern African Institute for Business Accountants (SAIBA)

"Doing good is the reason we exist"

We believe in an open access model to the accounting profession. We therefore oppose any form of oppression or exclusion from resources, statutory recognition, or access to jobs.

Industry:	Accounting, Tax, Finance
Website:	www.saiba.org.za
Number of positions available:	Unlimited
Medium for applications:	Website
Closing date for applications:	N/A
Faculty recruitment:	College of Business and Economics
Graduate levels required:	National Diploma, National Higher Diploma / BTECH, Bachelor, Masters, Doctorate
Employment opportunities:	Learnerships
View brochure:	https://drive.google.com/file/d/1KiS0eE_S2P0g5lXQlPlX_0T9ejx4DLBs/view?usp=sharing
Video:	https://drive.google.com/file/d/1hb uqZvHQmMWzMWtq6Y9iyCPzhGw4o4u/view?usp=sharing

Truworths Truworths has a dynamic business environment where our staff are constantly challenged to reinvent the way we do business in order to keep us at the forefront of the SA fashion industry. Walk through our stores or offices and you'll encounter an infectious love of fashion and a tangible will to succeed among our people, both of which are key to keeping us at least one step ahead of the competition. In the words of our CEO, Michael Mark, "The theme is simple...it's all about fashion."	Industry:	Retail
	Website:	www.truworths.co.za
	Number of positions available:	50
	Medium for applications:	Website
	Closing date for applications:	31 December 2022
	Faculty recruitment:	Faculty of Science
	Graduate levels required:	National Diploma, National Higher Diploma / BTECH
	Employment opportunities:	Employment upon graduation
	View opportunities:	https://drive.google.com/file/d/1bklefMDLa_2-okeWtdF3cm1yOkF4IKjF/view?usp=sharing

Tuffias Sandberg Tuffias Sandberg has a respected reputation within the auditing field, focusing on external audit in the private sector across a range of industries. Our clients include companies, close corporations, trusts, partnerships and individuals; and through our association with Morison KSi we have an established global footprint.	Industry:	Accounting
	Website:	www.tuffiassandberg.co.za
	Number of positions available:	30
	Medium for applications:	Website
	Closing date for applications:	31 December 2022
	Faculty recruitment:	College of Business and Economics
	Graduate levels required:	Honours
	Employment opportunities:	Employment upon graduation

U

V

Werksmans Attorneys

Established in the early 1900s, Werksmans Attorneys is a leading South African corporate and commercial law firm serving multinationals, listed companies, financial institutions, entrepreneurs, individuals and government.

Operating in Gauteng and the Western Cape, and a member of the LEX Africa Alliance. The firm has a formidable track record in mergers & acquisitions, banking & finance, and commercial litigation & dispute resolution, we are distinguished by the people, clients and work that we attract and retain.

Our lawyers constitute a powerful team of independent-minded individuals who share a common passion and service ethos. A strong culture of teamwork and collaboration exists across the diverse skills base of our organisation. The people of Werksmans are invigorated, inspired beings.

Our culture is the framework around which we have built our coveted reputation as one of the oldest, most prestigious law firms in Africa. This reputation speaks to the calibre of corporate and commercial lawyers who make up the firm; many of whom are recognised as experts in their fields by their peers both locally and abroad.

Industry:	Legal
Website:	www.werksmans.com/
Number of positions available:	21
Medium for applications:	Website
Closing date for applications:	1 December 2022
Faculty recruitment:	Faculty of Law
Graduate levels required:	BA Law, BCom Law, LLB
Employment opportunities:	Articles of Clerkships, Vacation Work
View brochure:	https://drive.google.com/file/d/1zcG3k1pZ0YSpIFk_wGgK877ewrmoVYn6/view?usp=sharing
Video:	https://drive.google.com/file/d/17WnVotH5POLJHOIFT2bERCLPAMQ6xtuw/view?usp=sharing

Webber Wentzel	Industry:	Legal
	Website:	www.webberwentzel.com
	Number of positions available:	45
	Medium for applications:	Website
	Closing date for applications:	31 December 2022
	Faculty recruitment:	Faculty of Law
	Graduate levels required:	BA Law, BCom Law, LLB
	Employment opportunities:	Articles of Clerkships, Employment upon graduation
	View Graduate Brochure:	https://drive.google.com/file/d/1l7v0V7D4GuohqkBi-jQ27Lih7LxtXVBh/view?usp=sharing
	Video:	https://drive.google.com/file/d/191BjRo83l6hR1oQZ8yYRzHrb4NvoDVfu/view?usp=sharing

XYZ



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COMMERCIAL LAW FIRM**
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