

NELSON MANDELA
UNIVERSITY



GRADUATE RECRUITMENT
Programme Handbook



AUDIT • ADVISORY • TAX

"SUCCESS IS WHERE PREPARATION AND OPPORTUNITY MEET"

— Bobby Unser

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MEET THE TEAM

Career Services

South Campus, Main Building, Ground Floor

Ronel Rizzo

Senior Manager

ronel.rizzo@mandela.ac.za

Amy Jooste

Senior Coordinator

amy.jooste@mandela.ac.za

Noxolo Gqirana

Coordinator

noxolo.gqirana@mandela.ac.za

North Campus, R Block, Room R012

Tracey Dissel

Manager

tracey@mandela.ac.za

Johan Steyn

Admin Assistant

johan.steyn@mandela.ac.za

F Nelson Mandela University: Career Services

E careerservices@mandela.ac.za

W <http://careerservices.mandela.ac.za>

T https://twitter.com/NMU_CareerServ

I https://www.instagram.com/NMU_CareerServ/

L [linkedin.com/in/career-services-nelson-mandela-university-aa3539209/](https://www.linkedin.com/in/career-services-nelson-mandela-university-aa3539209/)



MAKE THE MOST OF OUR **VirtualGradExpo**

Follow these **5 tips** to use your online time with Graduate Recruiters and industry experts to the max:

01



Be a virtual explorer! Don't assume your degree limits your choices. Accounting firms may hire more than accountants, and banks may hire more than finance grads. Visit as many employers as you can. You might be surprised by which employers are looking for someone just like you.

02



It's not just about your degree. It's also about your unique talents. Before you join a virtual chat, think about what you're good at and what you want from your work environment. Then prepare to tell employers what makes you awesome!

03



Get your profile sorted. Make sure your LinkedIn profile shows what a superstar you are, then save it to PDF for a top-notch CV. You will need these to apply to the employers of choice you'll meet at the VirtualGradExpo.

04



Get a head start! Visit employer websites before the VirtualGradExpo to find out what they do, what their values are and why they could be the perfect fit for you!

05



Check out the unusual suspects. You might be surprised by which employers are looking for someone just like you. At the VirtualGradExpo, you can chat live with employers you might not have known need your skills. Visit employer websites to make sure you don't miss out!



The VirtualGradExpo is taking place on **11-12 May & 21-22 July**
Not registered yet? Go to: virtualgradexpo.easyvirtualfair.com/

2021 VIRTUAL GRADUATE EXPO PARTICIPANTS

Absa Bank	IIE MSA
Accenture	IIE-Vega School
Ackermans	IQbusiness
Allen & Overy	KPMG
Amazon	Marsh Pty Ltd
Anglo American	Mcann Health Medical Communications
Auditor General	Michael & Susan Dell Foundation
BDO South Africa	Momentum
Belgotex Floors	Mukuru
Bowmans	Nedbank Ltd
C2 Financial Services Trust	Nedbank Ltd - CA Programme
CFA Society South Africa	Nedbank Ltd - Quants Programme
Cipla	Nelson Mandela University
Cisco	Ninety One
Citi	Nolands
Cliffe Dekker Hofmeyr	Old Mutual
Colgate Palmolive (Pty) Ltd	Oliver Wyman
Deloitte	Partners in Performance
Entelect Software (Pty) Ltd	Public Investment Corporation
ETA Operations (Pty) Ltd	PwC

2021 VIRTUAL GRADUATE EXPO PARTICIPANTS

Eversheds Sutherland	RCL FOODS
EY	Shoprite Holdings
FNB	Siemens Energy (Pty) Ltd
Hatch	South African Institute of Chartered Accountants
South African National Biodiversity Institute (SANBI)	Tshwane University of Technology
South African National Space Agency	Tuffias Sandberg
Standard Bank	Unilever
Steinmuller Africa	University of Johannesburg
Swiss Re	University of the Free State
Teach the Nation	University of the Western Cape
The IIE's Varsity College	Vodacom
The Moshal Scholarship Program	Webber Wentzel
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Q

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

A

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

What must I do?

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

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

Join us



PLACEMENT SERVICES

The Career Services department seeks to optimise the provision of graduate and student recruitment services to internal and external stakeholders seeking to employ the institution's graduates and students.

This serves as an invitation to all students and graduates who require placement for 2020/2021.

FULL TIME PLACEMENTS FOR FINAL YEARS AND GRADUATES

To enable us to update our database and assist you in finding the necessary placement, we need you to send us the following documents in a specific format.

- Please send us your CV, academic record and proof of qualification (graduates)
- Do NOT attach your ID, matric certificate and recommendation letters.
- All of these documents should be in one attachment
- The attachment must not exceed 1MB!
- Name this document in the following way:

name surname - month sent (E.g. Molly Jones – July 2019)

In the subject line of your e-mail, state your specific discipline and year of

Study: *final year, Graduate or Post graduate* (E.g. BCom Accounting – graduate)

PART TIME AND AD HOC PLACEMENT FOR STUDENTS

Applicable to students seeking part time and ad hoc placement, e.g. handing out flyers, student assistantship, stocktaking, compiling of databases or any other small jobs.

The Career Services department keeps databases of students who seek ad hoc employment.

Download the Part Time form from our website:

<http://careerservices.mandela.ac.za>

In the subject line of your e-mail:
Part Time Form

Emails may be sent to:

careerservices@mandela.ac.za

NELSON MANDELA

UNIVERSITY

Career Services



SERVICES OFFERED

- Graduate Recruitment Programme
- Careers Fair
- Accounting and Law Day
- Law Recruitment Programme
- Company Showcases
- Part time and Full time placements and advertisements
- CV preparation
- Interview skills
- Company Presentations
- Work Integrated Learning Placement
- Experiential Learning / In-service Training Placement
- Service Learning Placement



Nelson Mandela University:
Career Services



Nelson Mandela Uni
- Career Services



NMU_CareerServ



@NMU_CareerServ



career services nelson
mandela university

email: CareerServices@mandela.ac.za

Change the World

Career Services Virtual Services Offered!!!

Part-time and Full-time Placements

Part time

Applicable to students seeking part time and ad hoc placement, e.g. handing out flyers, student assistantship, stocktaking, compiling of databases or any other small jobs.

Career Services keeps databases of students who seek ad hoc employment.

Target students: All students
Dates: All year

Full time

Purpose: We offer an external full-time employment service to our students and alumni by calling for CVs and forwarding them to companies should the need arise.

Targeted students: Current students & Alumni of Nelson Mandela University
Dates: All year

Work Readiness Programmes

CV Writing (Putting together a CV)

Interview Skills (How to prepare for an Online Interview)

Online Mock Interviews

Job Hunting Tips

For bookings, contact:

Amy Jooste –
careerservices@mandela.ac.za

Noxolo Gqirana –
careerservices@mandela.ac.za

How Strong Are Your Soft Skills?

QUIZ... QUESTIONS

1. Your boss has just put you in charge of a company-wide project. How do you react?

- A.** Ask if you can work with another employee (4 points)
- B.** Begin a game plan to share with your boss and team before diving deep

into the project (10 points)

C. Ask if your boss can coach you through the process (0 points)

2. You are asked to plan a “fun” department event. How do you begin?

A. Collaborate! Ask your colleagues for some ideas (10 points)

B. Start Googling for ideas! (2 points)

C. Wing-it! You know the best spots in town anyway (0 points)

3. Your boss has mentioned a large project that you feel you could successfully assist with. What do you do?

A. Wait for your boss to ask. If he or she wanted you on the project they will ask (0 points)

B. Drop little hints about your interest in the project to your boss in order to avoid being too pushy (4 points)

C. In a one-on-one meeting, address your interest in the project and that you would like to be considered to assist in the efforts (10 points)

4. You’re working with another department on a project that is very important to the company’s executive team. But, your partner has not been pulling their weight. What do you do?

A. Talk to your boss about your problem and let him or her address it (2 points)

B. Tell your partner that you will finish the project (4 points)

C. Have a meeting with your partner to discuss your concerns and to establish a timeline as to when certain items need to be completed (10 points)

5. All your hard work has paid off! You have just been promoted! One of the employees you manage has been late to work and turning in projects late. What do you do?

A. Request a meeting with your employee to discuss how you can help him or her and come up with how they can improve their performance (10 points)

B. Life happens! Pick up the employees slack by doing all of the work he or she has not been finishing (2 points)

C. Enough is enough! Fire the employee (0 points)

6. One of your colleagues has resigned leaving the team with the work your colleague was working on. Your boss has assigned some of their work to you but it is outside your experience and knowledge level. What do you do?

A. Tell your boss that you are underqualified for the work but you will give it your best shot (0 points)

B. Study up! Spend time outside of work to work on acquiring the skills needed to complete the assignments (10 points)

C. Handle it! You'll learn by doing plus even if the work is incorrect your boss will fix it (2 points)

7. You're swamped with work and you've been coming in early and staying late for the past 2 weeks. Your boss has just put another large project on your desk to complete. What do you do?

- A.** Tell him you can't manage all of the work (0 points)
- B.** Try to get another colleague to help you with the work (1 points)
- C.** Fire up the coffee maker! It's going to be a long night! (10 points)

QUIZ...

OUTCOMES

1. 0 to 30 points: Room to Grow



Soft skills come with experience. To improve on skills i(ncluding leadership, teamwork, communication, problem solving, work ethic, flexibility/ adaptability, and interpersonal skills) look for opportunities at work, at home and within your personal relationships!

1. 31 to 59 points: Almost There



While you haven't yet mastered all of the 7 soft skills, you're on your way! Look for opportunities to grow!

2. 60 to 70 points: Soft Skills Pro



While you haven't yet mastered all of the 7 soft skills, you're on your way! Look for opportunities to grow!

<https://www.tryinteract.com/quiz/how-strong-are-your-soft-skills/>

How to Assess Your Career Values

When considering a new job or career, your career values count as one of the most important factors that will guide your choices. These values will help when you decide on a potential company or position for employment.

Your career values represent the beliefs you have about what is important in your work, and what makes it meaningful to you.

What Do You Want From a Job?

People look for different things in their jobs. Some will look for prestige, while others seek a creative outlet, and still, others want flexible hours and independence. The list of desires can include earning a high income and meeting and interacting with people. Of course, the chance for advancement in the career field is also a primary driver of why people will choose any particular position.

As you can see from this list, values vary greatly from person to person. What matters to one may mean little to another person. So, it is essential to understand the unique makeup of your value system.

Once you figure out what you value, you'll have the answer to what motivates you to do your best job, and you can use this knowledge to guide your employment choices.

Career Satisfaction

Some career theorists believe that how well a job or career satisfies our values should be the most important consideration when evaluating options.

These theorists posit that work which lines up with our values will be more meaningful, and we will be more likely to invest our energies to master the roles and achieve success. Most career experts recommend considering personality traits, interests and abilities in conjunction with values when making career choices.

Identifying Your Values

One way to identify your career values is to look at a list of examples and rate how much each of the items matters to you. Rate the list on a scale of one to ten. Then examine some of the highest-rated values and choose six to ten that should have the greatest weight when considering career and alternatives.

You can also separate these descriptive terms into categories, such as who, what, where, and workload. Instead of a numerical ranking system, you may choose to rank the terms using Must have, Nice to have, Ok not to have, and Must not have.

List of Possible Career Values

Some of the values you want and require in your work or career probably involve qualities and opportunities that enhance your life emotionally and intellectually. Achieving these values as part of your job or career might make you feel challenged, inspired, and fulfilled.

Some career or job values have to do more with the environment in which you spend a large proportion of your waking hours, and the conditions under which you perform your work.

While these values may not offer as much emotional fulfilment, they can make your work life easier to navigate, such as having a mentor, or easing financial stress, because you have job security.

The following list captures examples of some of these types of values:

- Adventure
- Avoiding stress
- Building things
- Casual work environment
- Collaborating with others
- Creativity
- Diversity
- Employee benefits
- Fast pace
- Fun
- Helping others
- High income
- High level of interaction with people
- Income-based on productivity
- Intellectually demanding workJob security
- Location
- Moral/spiritual fulfilment
- Opportunity for advancement
- Opportunity to lead
- Opportunity to learn new things
- Outlet for creativity
- Physical activity
- Pleasant work environment
- Power

- Risk-taking
- Routine work
- Sharing ideas or information
- Socialization
- Solving problems
- Supportive management
- Team membership
- Time freedom
- Travel
- Work/life balance
- Working alone
- Working outside

You can also use this list to generate ideas for different types of jobs or positions to explore if you're in the midst of a job search, and flesh out your resume by adding a few in your resume's employment objective section and in your cover letter.

<https://www.thebalancecareers.com/what-are-career-values-with-examples-2059752>

Best Careers Service

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*Stellenbosch
University*



*University of
Cape Town*



*University of
Johannesburg*



*University of
KwaZulu-Natal*



*University of
Pretoria*



*University of
the Free State*



*University of the
Western Cape*



*University of the
Witwatersrand*



LinkedIn - Virtual Job Hunting Tips

Job hunting is not easy, even during the best of times, but staying focused and motivated in your search is key to setting yourself up for success. Remember, there are job opportunities still available.

Here are four ways to stand out in your job search.

Signal to recruiters that you're open to job opportunities

First, there's a feature on your LinkedIn profile that lets recruiters know that you're open to new opportunities. Simply switch that on so that some of the jobs will come to you. Don't forget to set up job alerts so that job listings that meet your criteria will be sent to you within minutes of posting, which makes you 4X more likely to land the job.

Brush up on and expand your skill set

In this environment, no matter your background or industry you have experience in, being flexible and focusing on learning skills that can be applied across industries can help. Employers are looking for skills like communication, problem-solving and project management right now, and LinkedIn Learning is offering free courses to help you build them.

Reconnect and reach out to people you know

One thing that I think people underestimate when job searching is the power of your professional community. At LinkedIn, we've found that applicants are nearly 4X more likely to get a job at a company where they have connections, so invest in your professional relationships and ask for help. Though traditional networking methods like meeting up for lunch are temporarily off the table for a lot of us, there are easy ways to do this virtually. Email and check-in with a former colleague. Schedule a virtual coffee date with a mentor and ask for guidance, and if you don't have a mentor, try reaching out and asking for help -- you might be surprised at how many people are willing to offer their advice. And if you're a new graduate, it may not feel like you have a network, but consider your friends, family, former professors, roommates or coaches. These are people who likely know you best, can speak to who you are as an individual and your work ethic.

Get ready for virtual interviews

Virtual interviews are likely here to stay for the time being, so make sure to prepare well ahead of time and formulate answers to questions that might come up based on the role for which you're applying. You can also practice with LinkedIn's interview prep tools which offer answers to the most common interview questions, and get instant feedback on your recorded answers.

If you just graduated, check out LinkedIn's 2020 Grads Guide to Getting Hired to learn about the industries and companies hiring for entry-level jobs and internships right now, the most in-demand entry-level jobs, the most transferable skills across industries and free LinkedIn Learning courses to build them.

<https://blog.linkedin.com/2020/may/june/5/virtual-job-hunting-tips>



6 Tips to Land a Job In A Virtual Work Environment



Given the demands of social-distancing and closures, many businesses have been forced to re-examine what the modern office looks like. Hint: it looks very familiar — your living room, dining room, or spare bedroom-turned-office.

These virtual job environments have become more prevalent than ever, changing the industry and the ways you need to prepare to pivot within it. From getting the first interview to accepting the offer letter, it's all happening without ever leaving your home. Some of the classics still apply to preparing: dress well, show up early, and be ready to answer tough questions. However, with the removal of visible body language and the addition of technology, a virtual work environment comes with a unique interview process.

It can all feel a little intimidating, but there's no need to fear. We've prepared the top six ways you can land your dream job in a virtual work environment and look like a natural in this socially-distanced workspace.

1. Practice using various video conferencing platforms.

Video conferences are crucial for virtual companies to connect co-workers with one another and with clients. The most popular video-conferencing platforms include Zoom, Google Hangouts/Meet, Skype, and UberConference. Each platform offers a basic account for free. Create an account. Practice joining a meeting, navigating the video and audio controls, and sharing your screen. Make sure your camera and microphone work and that you've downloaded any plug-ins you'll need before your interview.

Also, identify a location for your virtual job interview that offers an appropriate background, minimal background noise, and adequate lighting. Do a practice run with a friend or family member, so you feel confident when it's time to meet with the recruiter or hiring manager.

2. Do your research ahead of time.

Take the time to learn about the organization you've applied to. What do they do? Why do you want to work there? What about their mission or vision drew you in?

Look at their website and any publications they have available; study the history of the organization and the people they have on their teams. Prepare a list of questions that show you've learned what is readily available and want to continue building your knowledge through your questions. Doing this will show you're interested in the company and capable of doing research.

3. Connect using social media outlets and networks

Now is the time to ensure your LinkedIn profile is up-to-date, and to update any other social media presence you have so you're putting your best virtual foot forward. Make sure your Facebook and Twitter accounts tell the story you want future employers to know about you. If you use these accounts solely for personal connections, be sure to make them private. If you have a public presence, connect with or follow the recruiter you will be talking to and engage with the company on their social media personas as well.

4. Be personable and show you're a good culture fit.

Virtual companies have entire teams that work remotely 100% of the time. Doing so requires the employees to put in extra effort to build collaborative relationships that come more naturally in in-person settings. Since there's no physical watercooler to connect with your co-workers around, you need to show your potential employer that you can work as a team and seamlessly fit into their existing company culture.

Be personable and engaging; make sure your personality shines through despite the distance. Your No. 1 goal is to make sure that your interviewer leaves the interview understanding who you are and why you would be a valuable asset to the team.

5. Be aware of your body language.

Monitor your body language to make sure it's appropriate: smile, nod to demonstrate you're listening, and maintain eye contact during the interview. You want things to feel as natural as possible. Appear engaged and relaxed. Position your screen and your camera so you're looking at the person with whom you're talking. This may require you to make a few adjustments, but you want it to feel similar to sitting in the same room eye-to-eye.

6. Send a follow-up thank you email.

Show your appreciation for everyone who participated in the interview and hiring process. Use your meeting invitations and email chains to collect the contact information of everyone you met and spoke to. Make sure to take note of their names so you address them correctly in your email. Thank them for their time and attention, and include one specific detail from your meeting that will make you stand out and show your attention to detail.

Remember: this is your moment to demonstrate your ability to thrive in the virtual workplace. Bring classic interview skills to the table but also be prepared to showcase your adaptability in this changing virtual world.

<https://careershift.com/blog/2020/07/6-tips-to-help-you-land-a-virtual-job/>



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

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

Our unique, collaborative culture is a first. Our game-changing thinking is a first. Our ground-breaking technology and analytics, as evidenced by our Global Data Anywhere Award for innovative optimisation, is a first. As Africa's Coolest Bank, for the eighth year running, we're making moves to build new solutions that build a better future.

Future League Week applications close

11 June 2021

Apply to the FNB Graduate Programme

Applications from 03 May – 31 August 2021



www.fnbgrad.mobi

Graduate Profiles



Milisa Piko

A short professional profile

Communication & Marketing is my passion. It's what I love, I love waking up and knowing that I have been entrusted with communicating and changing people's lives by ensuring they are kept updated with relevant information. I have worked in various sectors including private, business, NPO and now higher education and at each organisation I have been entrusted to communicate and market the brand. I have been at this for the past 16 years and have not looked back.

University journey

What a wow!!!... My Technikon days were the best days of my adult life. Academically, I still maintain that PE Tech had the best journalism school in the country. Not only did we have great academic lectures, but some were industry experts which gave us in-depth knowledge of the industry we were going into. Socially, there were a number of activities that kept us entertained. Those days PE Tech had a rich arts culture. Therefore, students were spoilt for choice. I don't even recall being bored at the residences or even thinking about going out.

Were you a member of any clubs or societies? If yes, which ones?

Yes, I was once convinced by a guy to take up Ballroom dancing. So, I signed up for that. As soon as I realised it wasn't for me, I quit... I also belonged to the Methodist Guilders society to fill my spiritual needs.

What was your first job after graduating?

Journalist for *Skuys Communications*. A small private company in Gqeberha that offered big Corporate Communication services. The company had contracts with NMBM, Coca Cola Sabco, Coega, Transnet, SA Rail to name a few clients. My role as a journalist was to write stories for the inhouse publications of these clients.

What company/organisation do you work for now?

Nelson Mandela University: George Campus. I am back at my Alma mater

What is your job title?

Communication & Marketing Manager

How relevant is your degree to your current role?

My undergrad qualification prepared me for the world of work in many ways than one. I have never worked in a newsroom or become a traditional journalist. However, the qualification has equipped me with skills which are relevant to the career path I have taken.

What you would have done differently?

I would have studied further.

What tips would you give to recent graduates who are looking for or entering the world of work?

Be an engaged student, use the resources available at university to build your networks and knowledge. Attend the career sessions and exhibitions. That way you are able to make informed decisions about your career path. Don't jump at the first employment opportunity that comes your way. Take your time to also realise what you are passionate about. Study further, broaden your scope of knowledge academically. Get involved in extracurricular activities.



Bongekile Macupe

A short professional profile

I am an award winning journalist with 11 years of experience in print media. I have worked for many of the big print media houses in the country. My journalism career started at The Star newspaper from there I moved to The Sunday Independent where I started writing about education. I left The Sunday Independent and joined the Sowetan newspaper, later the Mail&Guardian and now I am currently with the City Press. I have been an education journalist for nine years of my journalism career. In 2016 I won the Standard Bank Sikuvile journalism award for my expose in the state of sanitation at Gauteng township schools. In 2018 I was a finalist in the same awards and again in 2020 where two of my stories were shortlisted. I have also done freelance work for magazines such as Move and You. And because of my vast knowledge and coverage of the education in the country I have been on numerous radio platforms to offer analysis; I have been on platforms such as Power FM, SA FM, 702, Umhlobo Wenene and Newzroom Afrika.

Briefly describe your social and academic life at Nelson Mandela University: My university years were the best times of my life. It is at university where I made beautiful, long lasting friendships. My social life was characterised by partying (lol) and attending bashes. I regret nothing out of that experience because there is always a time and a place for everything, and I believe at that time, as a teenager that is how I defined fun. In my second year I was also a house comm at Scotia and looked after the first group of young girls that came through the Thuthuka bursary fund. I enjoyed that role.

My academic life was truly non-eventful in the sense that unlike other courses we did not have hectic exams where we needed a DP or to go to the library to study. We were the cool J-block gang (lol). We were, however, lucky that we were trained by some of the finest and best people who had also practiced as journalists, which made

the experience so much more enriching for us. I enjoyed my studies and that is why I was out of varsity in record time. Were you a member of any clubs or societies? If yes, which ones? I was a member of the drinking club (lol)... jokes except for being a House Comm I was not part of any societies or clubs.

What was your first job after graduating?

I worked for Skuys Communications. It was a company based in Lorraine, Gqeberha. It did communications for the Nelson Mandela Bay Municipality and Coca-Cola. So we wrote for the staff magazines of the municipality and that of Coca-Cola. It was a cool gig because I also got to rub shoulders with the whose who in the city's politics at the time.

What company/organisation do you work for now?

City Press newspaper.

What is your job title?

Senior education journalist

Useful tips or guidelines for young graduates entering the world of work.

It's the little things that make a big impact!

How relevant is your degree to your current role?

It is relevant. The beautiful thing about our programme at the time was that we were taught by industry experts. So it was not much about what was in the textbook that helped us but having lecturers who were themselves journalist. For example, Piet van Niekerk who taught us Political journalism was in fact a practicing journalist at the time. We had Debbie Derry who had worked in newsrooms for a very long time as one of our lecturers, Denise and Marius Roodts who worked in broadcasting at the SABC taught us. So we really had the luxury of learning from the best and that is why it has not been difficult for those of us who are in newsrooms to thrive in the industry.

What you would have done differently?

Read more. But I am catching up now. I read everything (lol).

What tips would you give to recent graduates who are looking for or entering the world of work?

Read, read, read. And no scrolling news feeds on Twitter and Facebook is not reading.

It does not matter whether you are studying engineering, accounting or journalism but you should be interested in news. You should be interested and no what is happening around you whether in the world or South Africa. When you know what is happening around you then you are able to make informed decisions and also contribute intelligently into discussions.

Respect your job. We live in a country with unemployment levels that are shockingly high. If you have been blessed enough to have a job please respect it, and give it your all. You can have all the talent in the world but if you have a poor work ethic you might as well not have talent.

As when you do not know. Asking does not mean you are stupid, it actually shows that you are wise and don't pretend to know everything.

Be teachable. Find yourself mentors in your line of work, people whose wisdom you can always tap into.

Have fun in your job.



Jade Mentor (nee Bailey)

Jade Mentor is an experienced brand strategist, facilitator, and digital enthusiast. Driven by global collaboration and authenticity, she takes pride in creating the best digital strategies and campaigns possible. As a Relationship Manager, her goals include building a name for herself within the Fin-tech industry, while continuously looking for ways to deliver more and new value to global clients across education, healthcare, travel and B2B sectors. In addition to her primary job functions, she has been recognised for her extraordinary commitment to managing international partnerships and maintaining an excellent service standard within client relationship management. In addition to her professional life, Jade launched JM International, in 2020, amidst the global pandemic, and focuses her free time on online services ranging from revamping LinkedIn profiles; writing professional bios; personal branding mentorship & coaching; and training & staff development.

University journey

I don't think you have to have either an academic life or a social one. I will however admit that this seems to be the case most of the time. Most of my closest friends were made in the lecture halls at university and today, we have unbreakable bonds – sharing great travel memories, weddings and baby announcements! My university circle made time to have lunch on the beach but also stayed after hours to complete assignments, so I would definitely say that I had a good social and academic life balance.

What was your first job after graduating?

Records Management Officer at Nelson Mandela University

What company/organisation do you work for now?

Flywire. Flywire is a global payments-enablement and software company trusted by organizations around the world to deliver on their customers' most important moments. Unlike other companies, Flywire is proven to

solve vertical-specific payment and receivables problems for organizations that deliver high-value services. Whether in education, healthcare, travel or technology, Flywire has vertical-specific insight and technology that allows organizations to optimize the payment experience for their customers while eliminating operational challenges. To date Flywire has processed over \$16 billion in total payments volume for over 2,000 clients around the world. The company is headquartered in Boston, USA but I currently work remotely from home in Johannesburg, South Africa.

What is your job title?

Relationship Manager – EMEA

How relevant is your degree to your current role?

Customer relationship management (CRM) helps businesses to gain an insight into the behaviour of their customers and modify their business operations to ensure that customers are served in the best possible way. The tourism industry is using the concept of CRM for developing customer relationship and staying long in the competitive environment. There may not be a direct link to what I studied and what my current job title is – but I can definitely say that my Master's degree from Nelson Mandela University has given me the competitive edge when it comes to international work placements and opportunities.

What you would have done differently?

If I somehow could get the opportunity to travel back in time and change something in life, then I would have spent more time traveling the world with my twin brother,, Matthew Bailey (NMU ICT Alum), who sadly passed in October 2020. What tips would you give to recent graduates who are looking for or entering the world of work? Firstly, network as much as you can because every moment is an opportunity to learn from everyone around you, no matter their title. Secondly, failure is a reality. A lot of us are working hard to climb the ladder so strive to be the best at what you do, as the job market is really competitive no matter where you find yourself in the world.



Laverne van Wyk

I have a passion for Lean Manufacturing, especially with regard to using IT to facilitate Lean systems. I hold a BTech in Industrial Engineering from the Nelson Mandela Metropolitan University. Applying to the University of Bradford to do my MBA in 2021. Wife and mother of a little 3 year old, soon to have a sibling in October 2021.

My skills and expertise, in areas such as Project Management Consulting, Operational Excellence and Automotive Manufacturing, have driven my desire to share my knowledge and experience by helping and guiding other companies to establishing best business practices. As Continuous Improvement Consultant, I have been part of the process development strategies at many companies, introducing a lot of technological improvements in a result to stimulate a culture of Lean Manufacturing. I am actively involved on industry and community committees, made possible by my love for what I do and my passion to uplift.

University journey

During my NDIP years, academic time table was pretty full, Monday – Friday classes and industry work when required for different subjects. Social life at University was fun but I do regret not getting more involved with clubs or societies.

BTECH, part time study and more pressure with evening classes and a full time job.

What was your first job after graduating?

2010 – Junior Industrial Engineer in the Continuous Improvement department at Hansens Engineering

2011 – I helped start Haldan Consulting and then I was a junior project manager.

What company/organisation do you work for now?

Haldan Consulting, a Port Elizabeth based company. Their core business is to provide expert software and consulting

solutions to empower businesses to make informed decisions, based on reliable information. They assist clients in increasing the bottom-line by improving productivity and profitability. With many years of experience in software and business development, they optimize and problem-solve any process

What is your job title?

Currently I am the general manager at Haldan Consulting, I'm also a director and shareholder. I coordinate the business operations, develop business growth strategies, motivates, and lead a professional team.

How relevant is your degree to your current role?

Industrial Engineering is so relevant to all business, it has various option to specialise in but the core of the degree in simple terms is waste reduction, streamlining processes and continuous improvement with effective project management. This has been the bases on which I run Haldan Consulting.

What you would have done differently?

University: I regret not getting involved in the any social, sports or clubs

Academics: I should've continued studying and not waited this long before pursuing my MBA

Mentorship: It is quite important as this was key to my success today, getting involved in more mentorship programs.

What tips would you give to recent graduates who are looking for or entering the world of work?

Engineering is the mostly a male-dominated field in STEM. As I female who has been in the engineering industry for more than 10 years, I've learned a few lessons over the years. My advice to any women looking to start their

careers in a male-dominated environment is to:

1. Watch your attitude: Some women can be overly aggressive as if to prove that they are just as worthy/qualified as their male coworkers. If you are smart and confident let your work speak for itself.
2. Find a mentor: Don't be afraid to reach out to someone in a senior position for guidance.
3. Don't give up: Gender discrimination can happen in any workplace, how you deal with it will determine your future success.

It may seem cliché, but it still remains true - Believe in yourself, work hard and you can achieve your dreams!



Thulani Gqirana

A short professional profile

I've been working in the media industry for more than 10 years. In that time, I've worked had different roles including being a reporter, a layout sub editor, a rewriter and a deputy chief sub.

Briefly describe your social and academic life at Nelson Mandela University:

I'm a proud product of the J-block, both academically and socially. I have fond memories of walking the corridors to get to the room where we read newspapers every morning, then rushing to Mrs or Mr Roodt's class or Debbie Derry's.

And as soon as a bit of sun came out, we all headed to the j-block chill area, where lifelong friendships were made.

J-block is where I learnt how to write human interest stories, news stories that are gripping and the importance of always making sure you have the basics in a story. It gave me a foundation so that by the time I was ready for the workplace, I could get straight into the thick of things without floundering.

Then coming back for my honours a few years later was eye opening. The South compass is nothing like the North, and it was quite an adjustment. But it helped me become a politics reporter with depth.

Were you a member of any clubs or societies? If yes, which ones?

No

What was your first job after graduating?

Reporter and layout sub at Avusa community newspapers.

What company/organisation do you work for now?

Media 24 Lifestyle

What is your job title?

Editor, Drum Magazine

How relevant is your degree to your current role?

It is the foundation of everything I do. I still use the basics of writing, I still think of intros the same way I was taught how to and I still reference some of the information we were taught in media law.

What you would have done differently?

Not a lot. I probably wouldn't have waited so long before going back to school, but that's about it.

What tips would you give to recent graduates who are looking for or entering the world of work?

Be thirsty for information. If you don't know, ask. Believe me, they've heard worse questions. The only way to learn, is to do. If you are a getting into the job as a reporter, sit with the subs and find out what they do. Talk to the layout artists and see how they chose pictures. Ask to get involved in other areas, social media or podcasts or videos for your publication. Your name should be the first one they think of when a new post comes up, because you've already shown interest in different roles in the workplace. And always, always take care of your mental health. It is the engine that keeps you running, no matter what job you are in.



Nicolaas Zerbst

Where are you based at the moment (working/ entrepreneur)?

I am based in Stuttgart, Germany working for one of the leading Global companies in Filtration – Mann+Hummel.

What path did you follow to get where you are now?

I Studied Mechanical Engineering in the beginning of the 1990's at PE Technikon and later also an MBA at NMMU. I was employed in the Automotive Sector in Port Elizabeth and my last role in South Africa was the Managing Director and CEO of Eberspaecher Exhaust Systems South Africa. In 2014 I emigrated to Germany with Eberspaecher to become the Global Head of Operations based in Stuttgart. I continued in this role for 5 years until I joined Mann+Hummel in February 2019 as Chief Operating Officer.

Were you a member of any clubs or societies? If What is your current position and what role does it entail?

My current position is Chief Operating Officer and Member of the Executive Board. In my role I am responsible for:

- All manufacturing worldwide, 80 countries and more than 40 manufacturing plants. Producing around 4 Million finished products per day. 16,000 Employees
- All Purchasing – 3, 7 Billion € or 67 Billion Rands per year.
- All Logistics Worldwide
- Continuous Improvement
- Quality, Health and Safety
- Property Management – 180 locations worldwide

What advice would you give a current engineering student

My advice is that you should study hard, but be sure that you enjoy what you are doing since you will have to do this for a Career. I enjoy my Job working with People and

producing products that add value.

What was your favourite module?

I must be honest that it is now 27 years since I finished my studies, but I remember Fluid Mechanics, Strength of Materials, and Mathematics as some of the modules that I enjoyed.

What was your favourite lecturer?

Lecturers: Pat Mc Grath, Russell Phillips, Thomas Adlam (RIP), Danie Hatting, Karl Du Preez.

What are your plans for the next 5 to 10 year's?

My plans are to support the strategy of my Company to grow to 8 Billion € annual turnover from the current 4 Billion €.

Organisation	Required Qualification(s)	Campus Visits and/or Application Process
<p>Amazon Web Services All Amazon teams and businesses, from Prime delivery to AWS, are guided by four key tenets: customer obsession rather than competitor focus, passion for invention, commitment to operational excellence, and long-term thinking. We are driven by the excitement of building technologies, inventing products, and providing services that transform the way our customers live their lives and run their businesses.</p> <p>What unites Amazonians across teams and geographies is that we are all striving to delight our customers and make their lives easier. The scope and scale of our mission drives us to seek diverse perspectives, be resourceful, and navigate through ambiguity. Inventing and delivering things that were never thought possible isn't easy, but we embrace this challenge every day. By working together on behalf of our customers, we are building the future one innovative product, service, and idea at a time. Are you ready to embrace the challenge? Come build the future with us.</p>	<p>Currently on a Bachelors/ Masters degree relevant to Computer Engineering/ Computer Science/ Software Engineering etc.</p>	<p>Apply via www.adccpt.com</p> <p>Website www.adccpt.com</p> <p>For specific questions around application process please feel free to email me directly freswick@amazon.com</p>

Organisation	Required Qualification(s)	Campus Visits and/or Application Process
<p>BDO</p> <p>Driven by our own ambition, our clients' needs and an unyielding focus on delivering exceptional client service, we're working collaboratively across the world and are consistently innovative. At BDO business is personal. Developing strong, personal relationships is at the forefront of our service approach, and the fact that many of our clients are long-standing is not by accident.</p> <p>Our vision is to be the leader for exceptional client service and this means a laser focus on quality in all of BDO's 1,658 offices in 167 countries and territories, in order to ensure the consistent delivery of exceptional service worldwide. For us, exceptional client service is based on five key components that define BDO today: client needs, communication, commitment, people and value.</p>	<ul style="list-style-type: none"> • Accounting • Auditing • Taxation • Advisory 	<p>Apply at www.bdo.co.za/careers</p>
<p>Cecil Kilpin & Co</p> <p>We are a medium sized Audit firm based in Cape Town. Our practice has five partners and approximately 60 professional and support staff.</p> <p>We offer SAICA trainees broad exposure to various industries and companies.</p> <p>We have a positive yet professional office environment.</p>	<ul style="list-style-type: none"> • BCom Accounting • BCom Accounting Science • BCom Accounting Honours • PGDA 	<p>Please email CV and academic transcripts to HR@cecilkilpin.co.za</p>

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Organisation	Required Qualification(s)	Campus Visits and/or Application Process
<p>Fiduciary Institute of Southern Africa (FISA)</p> <p>The Fiduciary Institute of Southern Africa (FISA) is the only professional body focusing solely on fiduciary practitioners in Southern Africa. FISA is a non-profit organisation that represents fiduciary practitioners and sets high minimum standards for the industry.</p> <p>FISA members come from trust companies and banks, as well as the legal, accounting and financial planning professions.</p>	<ul style="list-style-type: none"> • Accounting • Law 	<p>Website www.fisa.net.za</p>
<p>First National Bank</p> <p>As a proudly South African bank, FNB prides itself in finding the best calibre of graduates to fit into our dynamic culture and working environment. Mapping your own career paths and innovation is what comes to mind. Come join us; apply online.</p>	<ul style="list-style-type: none"> • Students currently completing their final year of university degrees in: Commerce (Accounting, Business Management, Finance, Economics etc), Actuarial Science, Maths, Statistics, Engineering, Marketing, HR, Industrial Psychology, Information Systems, Computer Science, This is not an exhaustive list of degrees. 	<p>Website www.fnbgrad.mobi</p>

Organisation	Required Qualification(s)	Campus Visits and/or Application Process
<p>Riskworx</p> <p>Riskworx is a boutique consultancy that specialises in Financial and Quantitative Modelling. We are passionate about solving problems, building strong client relationships and nurturing our people.</p>	<ul style="list-style-type: none"> • MPhil In Mathematical Finance or Risk Management • MSc Quantitative Risk Management, Risk Analysis • MSc Econometrics • MSc Quantitative Risk Management • BSc Honours Quantitative Risk Management • BSc Honours Actuarial and Financial Mathematics • MSc Computational/ Pure & or Applied Mathematics • BSc Honours Financial Engineering • BSc Honours Quantitative Risk Management • BSc Honours Financial Engineering • BSc Honours in: Advanced Maths of Finance or BSc (in Statistics or Mathematics) • Actuarial Science; • Applied Economics/ Econometrics; • Computer/Data 	<p>For more info: Email: info@riskworx.co.za CV and cover letters: careers@riskworx.com</p> <p>Graduate Programme Apply online directly to the company Closing date 31 August 2021</p>

Organisation	Required Qualification(s)	Campus Visits and/or Application Process
	<ul style="list-style-type: none"> • Science/Analytics; • Mechanical Engineering (or Electrical or Electronic); • Mathematical • Sciences/Statistics; • (Applied/Financial) • Mathematics; Physics 	



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PO Box 77000,
Nelson Mandela University
Port Elizabeth, 6031

info@mandela.ac.za



mandela.ac.za