



Independent Communications Authority of South Africa

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Eco Park, Centurion.

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The Independent Communications Authority of South Africa (ICASA) Graduate Development Programme

2020

HUMAN RESOURCES

The Independent Communications Authority of South Africa (ICASA) is a public entity responsible for the regulation of the electronic communications, broadcasting and postal industries in South Africa, as mandated by the ICASA Act, No 13 of 2000, and Electronic Communications Act, No 36 of 2005.

At ICASA, we consider our employees to be our greatest asset and vital to the organisation's future. Furthermore, we are serious about developing and investing in our future.

The ICASA Graduate Development Programme is a twenty-four (24) months intensive development programme commencing in September 2020. This programme provides an opportunity for newly qualified graduates as well as unemployed graduates to gain valuable practical working experience and theoretical training while earning a salary, enabling them to build the foundation for a successful career in the Information and Communications Technology Industry.

A supporting structure of coaches will guide our Graduates through their training by providing help for challenges at work. The Graduates' performance will be reviewed on an ongoing basis and assistance will be provided throughout the programme as well as career guidance for future endeavors.

The Graduate intake at ICASA is impacted by a number of variables which include both the South African skills market and the organisation's skills needs.

Requirements:

- Must be a South African citizen; and
- Completed a Bachelor of Arts or Bachelor of Commerce degree in Human Resources / Industrial Psychology or Organisational Development from a recognised institution of higher learning.

Key Skills and Attributes:

- Results driven;
- Attention to detail;
- Able to work and make decisions under pressure;
- Client focus;
- Interpersonal skills;
- Excellent communicator (written and verbal / presentation skills); and
- Resilience and influential.

Application Procedure:

- To apply for the Graduate Development Programme – Human Resources, please visit <https://www.icasa.org.za/pages/Careers> and select Graduate Human Resources;
- Required documents: Curriculum Vitae (CV); Motivational Letter; Academic Records; and Evidence of significant extra-curricular activities that demonstrate drive and interpersonal skills;
- ICASA is committed to the achievement and maintenance of diversity and equity in employment; and
- **Applications close on 16 July 2020.**

Selection Process:

- Our recruitment team will review all applications;
- Applicants who meet requirements will be invited for an interview;
- Applicants who are successful at interview stage, may be required to complete psychometric assessments; and
- Successful candidates will be accepted into ICASA's Graduate Development Programme and given a twenty-four (24) month contract.

Salary:

Total Cost to Company Package of R169,842.00 per annum.