



Youth Development Graduate - IRC243825

at 4 Merchant Place, Sandton, Johannesburg, Gauteng, South Africa in FirstRand Corporate Centre

Ends 14 Apr 2023



About us, purpose, experience and qualifications

about us

FirstRand believes that its people are its single most important resource and will not operate in a sector unless it has people who are right for that market and who share FirstRand's business values. We recruit self-starters who have a passion for what they do. We empower them, hold them accountable and reward them appropriately. We value diversity in our people, particularly for the way that this contributes to innovative thinking. If you think you will flourish in our environment, and you believe you have the necessary skills and competencies for the position advertised, then we are looking for you! All suitably qualified candidates will be considered. Appointments will be made in line with the Bank's EE Strategy.

purpose

This is a 12-month contract for unemployed graduates to join our FirstJob work experience programme. The focus of this programme is to improve employability of successful candidates. Throughout the programme, the incumbent will have an opportunity to build workplace confidence and competence by contributing to business objectives and deliverables. The incumbent will be required to successfully complete prescribed development programme.

experience and qualifications

- o A recognized Diploma
- o A recognized Bachelor's degree is advantageous
- o These will be matched against the requirements of Business Units across FirstRand
- o No formal (corporate) work experience
- o Skills required include:
 - o Analytical Thinking
 - o Excellence and quality orientation
 - o Building relationships
 - o Teamwork
 - o Problem solving
 - o Learning agility
 - o Resilience and Stress Management
 - o Drive and Results orientation

Additional information and responsibilities

Execute role responsibilities efficiently through careful and timeous planning, reporting and updating
 Contribute to projects through proactive, innovative and appropriate input
 Participate in knowledge sharing with peers and stakeholders
 Manage own development plan to increase competencies and skills through various channels
 Adheres to and advocates FirstRand shared values and business philosophy

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