



Sport is an incredibly powerful tool for reconciliation and for developing disadvantaged communities. It promotes national pride, community enthusiasm and attention to health and social issues. It teaches leadership and the importance of cooperating to achieve shared goals. Finally, sport brings South Africans together better than anything else!

There's a wide variety of sports disciplines in South Africa – athletics to archery, boxing to badminton, cricket to chess, gymnastics to golf, rugby to rowing, swimming to surfing, soccer to snooker and everything in between. Wow!

There's also an exciting range of positions available in the wonderful world of sport - and new opportunities become available constantly as the industry evolves. You can work in sports clubs, sports federations, country clubs, resorts, gyms, stadiums, recreation clubs, recruitment, public relations, journalism, retail or business. You can even become part of local, provincial or national Government.

More specifically, you can become a personal trainer, coach, biokineticist, administrator or technical official. You can train as a sports manager, agent, massage therapist, physiotherapist or psychologist. Or, if you're talented and dedicated, you can transform yourself into a professional sportsperson! A hero or heroine! A national and international superstar!

The type of sports qualifications out there include three or four-year Degrees, 3-year National Diplomas, 2-year Diplomas and oneyear Certificates and there are also learnerships and skills programmes to consider (see SETAs).

Sport is life with the volume turned up. Friendships in sport are fused more tightly than in most other places. The laughter is louder, the jokes funnier, the pain sharper, the nights later and the lows lower. Sport teaches us that life, although unpredictable, is something we can deal with. A team nods when it wins, shrugs when it loses and wakes up to a new and different game each day. - Border Technikon

Remember, though, that the sport, recreation and fitness field has its own unique demands and characteristics. You'll probably have to put in long hours, work on weekends, deal with enormous pressure, get used to constant competition and even operate in the public eye – depending on your job. There's also no easy path to success in sport at the professional level.

For More Information

- Phone the institution you'd like to study at, to find out about the sports qualifications on offer
- Phone the Tourism, Hospitality and Sport Education and Training Authority, THETA, on 086 010 0221
- Phone the South African Sports Commission (SASC) on (012) 677 9758 or
- Visit Sport and Recreation South Africa (<http://www.srsa.gov.za/>) and under "Projects", read about "Young Champions"

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Deloitte cater for a great variety of career opportunities

Deloitte is ranked very high amongst achievers.

What do you do to attract, develop and retain top talent?

We follow a number of strategies to improve our standing in the communities from which we attract talent, and improve our image as an employer in the market place. Recruits could expect to receive training and development opportunities that will facilitate one of the fastest growth curves in the profession. We participate in people commitment surveys to understand where we can make positive changes – driven from the highest level – to improve the engagement of all our people. It is wonderful to be in an organisation where there is such commitment to the people of the organisation. We embarked on a change journey called “The Deloitte Way” in 2005, which has already had a positive impact on our retention levels.

Another important point is that we are a multidisciplinary professional services firm and we cater for a great variety of career opportunities, like auditing, accounting, tax, legal, IT, engineering, actuarial and human resources. Through exposure to the broad range of opportunities available, one could land in many challenging jobs in the firm.

What is the internal competition like within the firm?

It is healthy and we thrive on positive competition, as it drives us to service and exceed the expectations of our wide range of clients.

What is your main recruitment process?

Graduate Recruitment at Deloitte follows a fourphased process: the first focuses on the evaluation of academic results against predetermined criteria. Students who meet the minimum criteria progress to a second phase- a competency-based interview. The structured interview guide is applied to all applicants in various regions utilising targeted selection methodology. The next phase entails a psychometric assessment, measuring problemsolving and thinking skills. This computerised assessment is scored and a final decision is made based on financial need, whether to offer a bursary or a training contract.

Are there mentors for young talent?

Mentorship programmes exist for bursary and scholarship holders in various regions, based on the needs of students. Buddy programmes also provide mentoring support to students while trainees provide academic and personal support to students. Regional relationship consultants also play a role in facilitating mentoring opportunities for students with specific academic needs.

How would someone go about applying for bursary at Deloitte?

What would your advice be to that person? Deloitte accepts online applications through the website: www.deloitte.com/za. It contains details of the selection process and what to expect, helpful hints regarding the interview process and information on the various options (training contract, bursary, vacation work) at the firm. The best advice to a potential candidate would be to complete the online application form in as much details as possible, keeping matriculation and university academic results handy as these are required in the application process. Students are also requested to fax copies of results as soon as the

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application form has been completed. The firm communicates to students via SMS, telephone and email in each phase of the selection process, providing information on the progress of their application. Applicants can apply throughout the year but as there are limited opportunities, it is advisable to apply as soon as academic results for the particular year are available – usually after the April holidays. We look forward to hearing from you.

Cedric Ntumba – Senior – Financial Services Team

How did you get in touch with the firm?

It was during a career day at my high school. When it was Deloitte's turn to present I paid attention initially, then slowly started drifting off admiring the way their presenters were dressed and handled themselves, and I was mesmerised by this profession. I later walked them to their cars and asked: "How do I join your firm?" It has been seven years of absolute bliss since that day.

Have you or will you have opportunities for international travel?

Most definitely! Every trainee chartered accountant has the opportunity, at the end of their articles, to go to one of our offices across the globe for a period of three to four months. From the moment one walks into the firm there are opportunities to travel the world. Sydney, Tunisia, Luxembourg, New York, London and Tanzania are just some of the places many of my colleagues within Deloitte have travelled to in my 30 months within the firm. I am also in the process of organising a secondment to either the New York or Shanghai office.

What is your advice to graduates who are commencing their job search?

They should consider this profession, which has given me the highest level of satisfaction. It is extremely rewarding. I have found a professional home within Deloitte and I would love for my family to grow, thus encouraging any aspiring chartered accountant to follow this course as it is a most memorable one. There are also many other career opportunities to follow in Deloitte.

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