

ABSA

The Absa Group Limited (Absa) is one of SA's largest financial services organisations and a member of the Barclays Group. Absa values guide our behaviours and shape the way we interact with each other as well as our clients. Our values are the glue that holds everything together and support the purpose, mission and vision of Absa.



Absa, headquartered in Johannesburg and listed on the Johannesburg Stock Exchange, is one of South Africa's largest financial services groups. Absa is a subsidiary of Barclays Bank PLC, which holds a stake of 55,5% in the Group. Absa's business is conducted primarily in South Africa. The Group also has business interests in Mozambique and Tanzania.

Absa was recognised as the 'No 1 Banking Brand' in the *Sunday Times* Top Brands survey and, for the fifth consecutive year, the 'Coolest Bank' in the *Sunday Times* Generation Next Survey 2010.

Absa supports the career development of its people. It strives to build a compelling and relevant talent-management proposition to afford employees a richer employee experience.

The Group offers employee mentorship and coaching programmes, run by senior leaders who are committed to people development and helping employees reach their full potential. It capitalises on its relationship with Barclays and gives employees the opportunity to gain Barclays experience abroad.

We look for people who share our values, are passionate about customer service and have strong relationship-building skills. Adaptability, the ability to deal with complexity and influence change are also important attributes.

We employ graduates from various disciplines, including commerce and management, law, HR, risk management, industrial engineering, IT, actuarial science, financial engineering and applied sciences. We also offer entry-level employment opportunities for individuals who do not hold a tertiary qualification. There are development opportunities available to staff to support skills development and internal mobility.



Prenai Pillay:
Bachelor of Social
Science Honours in
Industrial Psychology

The Grad Perspective

Prenai Pillay is a psychology graduate and a Talent Attraction Specialist at Absa. She aims to inspire and foster creativity in others.

Prenai is responsible for Absa's employer brand and for attracting top talent to the organisation. For me, one of the biggest attractions is the fact that Absa is led by Maria Ramos, one of the most influential business-women in the world,' says Prenai. 'I also admire the role Absa plays on the African continent and I know there are many valuable lessons for me to learn here.

Prenai enjoys being part of an organisation that offers the promise of multiple careers under one roof. 'We are all given the space to be creative and innovative. Teamwork is important here and I work with a team that supports me and encourages new ways of thinking. It's great to be part of a team that is ready to take Absa to the next new level.'

Prenai's advice to other graduates: There is no escalator to success, you have to take the stairs.



- Total staff:** 36 770
- Total grads:** Between 100 and 130
- Average starting salary for graduates:** Dependent upon role to which graduate is appointed
- Male/female staff component:** 35% male; 65% female

Business Activities:

Absa offers a complete range of banking products and services, including current accounts, savings products, bancassurance, mortgages, instalment finance and customised business solutions for commercial and large corporate customers, and investment banking.

Organisational Culture:

Absa embraces a strong culture of diversity, fairness, communication and transparency. The collective power of collaboration and seeing great things happen when people partner together, makes Absa a great place to work.

Graduate Recruitment Contact:

Human Resources Contact Centre
careers@absa.co.za
+27 (0) 860 369 369

www.absa.co.za/careers

TJDR46734

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Start your career in the best possible way

The Absa Graduate Development Programme offers you personal development, individual performance coaching, networking with top executives, motivating contact sessions and a host of other exciting opportunities. So take the next step with us on a journey filled with possibilities. Visit us on www.absa.co.za/careers

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THE START
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