

British American Tobacco SA

BAT subscribes to the values of diverse teams, good leaders, and a fun and welcoming environment.



Business Activities:

Manufacture and distribution of tobacco products

Organisational Culture:

High space, high stretch

British American Tobacco South Africa enjoys around 65% of the total legitimate tobacco market in South Africa, including cigarettes, roll-your-own tobacco, pipes, cigars, snuff and snus. Headquartered in Stellenbosch, BAT has eight trade marketing regions operating out of six regional offices throughout the country, with its Heidelberg-based factory producing around 26 billion cigarettes annually for both the domestic and international markets. The company markets more than 20 brands and spends R30 million on CSI projects related to empowerment, sustainable agriculture, civic life and HIV/Aids annually.

BAT's values define its culture. Its emphasis on diverse teams indicates that it cherishes individuality in pursuit of the team goal, and believes in individual creativity and contribution in order to succeed. Good leaders are valued because the company understands that people remember the leaders who have listened, coached, developed, trusted and had time for them. These leaders not only engender success, but tend to be successful themselves, which is why BAT strives to appoint leaders who bring its beliefs to life.

BAT takes great pride in its Global Management Trainee Programme. This is a two-year programme which fast-tracks employees' careers and provides a foundation for functional, managerial leadership skills and business awareness development. Designed around the premise that getting the right start is crucial for building a successful career – the aim of the course is to develop young leaders through exposure to new ideas and exciting challenges which in turn helps them to think about situations from a fresh perspective; guidance from the organisation's dynamic leadership team who take a genuine interest in the difference that you can make and enjoy providing the guidance to help you achieve

it; and empowering teams to generate fresh ideas. This is BAT's secret to remaining intelligent, innovative and ahead of the game.

Applicants are able to select the business function that best suits their strengths, and then receive guidance in this area from a line manager and functional director or senior manager acting as coach and mentor respectively, as well as other management trainees who provide a valuable network of contacts around the world.

BAT is an organisation where learning is a priority. With this in mind, the company closely monitors your progress and conducts regular appraisal sessions. You'll also check in with your coach and mentor regularly so that they can help you manage your career, and you will be provided with the tools, contacts and knowledge sources (both internal and external) you need to enhance your development. Importantly, you remain in control of your development at all times.

Having completed the Management Trainee Programme, your commitment and performance will be rewarded with an appointment to your first management role.

From here, you can choose the next step in your career. You will be given all the support, information and encouragement you need in this regard; it's up to you to use your initiative in identifying your aspirations and building on your existing skills to fulfil them.



Total staff: 2 228

Total graduates recruited annually:

Varies according to business needs

Average starting salary for graduates:

R269 424 9 (total annual package)

Male/female staff component: 74% male,

26% female



BRING YOUR DIFFERENCE



Hi there, my name is Monique Lamberts.

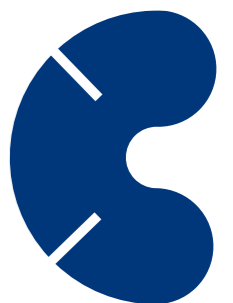
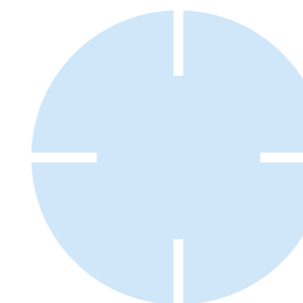
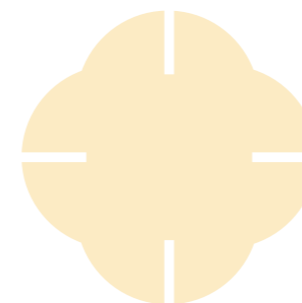
I am currently the Talent Manager for British American Tobacco's Africa Middle East (AME) Operations. I joined the company more than two years ago after completing my Bachelor of Commerce Honours degree in Industrial Psychology at the University of the Western Cape (UWC). I am currently completing my Masters of Commerce, majoring in Industrial Psychology.

Before my appointment as a Management Trainee at BAT South Africa, I worked as both an Assistant Lecturer and at a retail company. From the very first day at BAT South Africa in 2007, I have been exposed to amazing people and an incredible journey of personal discovery.

BAT South Africa's unique culture, support systems, values and development opportunities are what sets it apart from other companies. BAT South Africa believes in the growth and development of each employee. However, your development is completely your responsibility. I can guarantee you that with all the support and guidance from coaches, mentors, colleagues and peers, anything is possible... the possibilities are endless!

So, are you in search of a challenge? Then look no further! I bring my difference by putting a positive spin on each challenge. And that's how I get things done every time ... with a smile!

Bring it!



Watch the grad interviews on www.careerssa.net

Graduate Recruitment Contact

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