

# Foskor

As one of the world's largest producers of phosphate and phosphoric acid, Foskor is proudly South African, yet internationally focused. Foskor started as a single mining operation 59 years ago and has rapidly grown into a reputable and highly profitable producer and processor of phosphate and phosphoric acid.



People are drawn to the company because of the challenging work environment and opportunities for growth and development. Through talent management initiatives we discover, maintain and build every individual's competencies and potential. The objectives of our talent management strategy are talent acquisition, development and engagement, as well as the succession and retention of future leaders in the company. There is a strong focus on high performance and transformation. This approach creates a conducive work environment that recognises employees and enables them to perform, excel and be recognised for their achievements. We believe that embracing new employees is the heart of our business. By respecting the unique skills of every employee, we create a company that encourages remarkable success.

#### Business Activities:

Engineering (mechanical, instrumentation, electrical, mining, chemical, metallurgy), geology and logistics

#### Organisational Culture:

At Foskor, our employees are our most valuable asset. Foskor is a values-driven organisation that is committed to setting the benchmark in our industry by living out the four core values of our organisation: resolve, respect, reward and responsibility.

Foskor offers exciting opportunities and full-time employment with graduate-in-training programmes consisting of formal, informal and on-the-job training which adds to the success and experience of the graduates. We embrace, encourage and support our graduates to unleash their potential and strive to be dynamic, ambitious and highly skilled employees. The company equips our graduates to be suitably qualified and valuable employees with energy and drive to make a lasting impression. All employees are offered a variety of benefits. Individual objectives are set and assessed bi-annually. At Foskor, the graduates work with HR Development staff and their managers to create individual development plans, outlining their projected career path within the organisation.

At Foskor, the most important graduate attributes are flexibility, adaptability, interpersonal skills, initiative, proactivity, motivation, enthusiasm, communication skills and teamwork.

#### Graduate Recruitment Contact

Wim Fourie  
bursaries@foskor.co.za

www.foskor.co.za



Razia Adam:  
B.Sc. Geology Hons  
(University of the Free  
State)

#### The Grad Perspective

Razia Adam is currently working as a mine geologist at Foskor. Foskor's accomplishments and the fact that it is the only mine in South Africa producing phosphate attracted her to the position. She was also impressed by the fact that Foskor remained stable during the recent economic crisis, showing it could manage the challenges that thwarted many other mining companies.

For Razia, one of the best aspects of the company is its commitment to the training and development of its employees. Making decisions and having her team members support her in those decisions is one of her favourite aspects of the job.

'At university we were taught the theoretical side of geology, but when you get to the corporate world, you have to apply the theory and do more practical work. You are expected to be able to make crucial decisions and make them fast, which is a major adjustment. With time you get used to it and your theoretical background comes in handy.

Razia's advice to other graduates is to 'make a difference and an impact with every opportunity you get'.



**Total staff:** 1 924

**Total grads:** 13

**Average starting salary:** Market related

**Male/female staff component:**

87% male; 13% female

# “Feeding our graduates dreams



# by giving them the knowledge and power to grow”

