

The Joburg Market

The Joburg Market is a values-driven company. These values have been internalised by all employees, and are premised on a belief in the power of the collective. Every person who makes a small difference has a large impact on the success of the organisation as a whole.



Business Activities:

Retail

Organisational Culture:

The Joburg Market boasts an inclusive culture where employees are empowered to perform and act with initiative and accountability.

Human capital management is a key pillar of the company's business strategy, and care is taken to recruit people who support this vision with their aptitude and attitude. As a result, staff members are proud to see themselves as part of the Joburg Market 'family'.

Graduate Recruitment Contact

Thomas Msibi
tmsibi@jpm.co.za
+27 (11) 992 8049

www.joburgmarket.co.za

The Joburg Market is the largest of its type in the world, and plays a key role not only as a barometer for the price of fruit and vegetables in South Africa, but also in stabilising supply and demand and ensuring price transparency.

Since agribusiness forms the core of the company's activities, graduates with national diplomas in agriculture have a natural role to play. However, the Joburg Market also has a strong support system and may therefore procure employees for the finance, human resources, marketing and information technology departments. This means that it is on the lookout for graduates who are creative, practical or analytical.

Although qualifications are always highly valued, because the Joburg Market's environment is entirely unique – different even to the other fresh produce markets operating around the world – preference is given to those candidates who can foster and display an understanding of its singular dynamic. For this reason, it's a good idea for people interested in a career at the Joburg Market to spend time at the company: this is the best way to view how the organisation operates.

This will also provide candidates with a first-hand experience of the type of mindset that prevails at the Joburg Market. It's a mindset which is underpinned by values and traits such as courtesy, respect and transparency.

The Joburg Market prides itself on the relationships between the organisation and its employees. The strength of these associations is evident in the company's low attrition rate, and in the lengthy careers that many of its employees have enjoyed: one employee recently retired after serving 45 years at the company. Clearly, then, the Joburg Market is a place where one can enjoy an entrenched career, rather than a job.



Ashwin Bhoolia:
B.Com (Unisa)

The Grad Perspective

Payroll manager Ashwin Bhoolia had already spent time as an employee in the fresh produce industry, so when offered a job at the Joburg Market, he recognised it as an exciting opportunity. Ashwin was inspired by the notion that, as part of the largest fresh produce market in the world, he has a chance to play a role in feeding the nation. 'It's exhilarating to feel a part of that; it makes me feel that I am making a valuable contribution to society at large.'

He admits that becoming part of the working world has not been without its challenges or surprises. Some of them have been positive – 'I was impressed to find that the level of transformation at the Joburg Market was very advanced' – but some of them have required tenacity. 'Making the transition from student life wasn't easy, as I had to start at the bottom and prove myself at every level.'

He's enthusiastic about the opportunities the market offers other young people: 'If your passion is to serve people, what better way than to serve them food, from the farm to the table. We are part of that chain; we want to strengthen the links we have and forge new ones.'



Total staff: 273

Total grads: 16

Average starting salary: Calculated according to a reputable salary survey; between the 25th and 75th percentiles.

Male/female staff component:

49.82% male; 50.18% female



The Joburg Market is proud to have been crowned the Best Municipal Entity Employers for 2010/11. Fresh thinking is what we're about, that's why we always bring you the freshest produce and that's why we're top of the crop. Be part of our fresh approach and we'll help you to reach your full potential. Call us today on 011 992 8000.

TAKE A FRESH LOOK AT THE MARKET

www.joburgmarket.co.za



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