

# Meltwater Group

Moro, enere and respekt which, translated from the Norwegian, mean fun, winning and respect. These values can be summarised with the acronym Mer, which is a Norwegian word meaning 'more', signifying that although we celebrate our victories, we are aware of the need for continuous improvement.



The Meltwater Group provides business-to-business point solutions which can be implemented globally and are applicable to most business segments.

We consider ourselves a bunch of good-natured mavericks. We are not afraid of investing in hidden talent and believe that in an environment where people are motivated and supported by their colleagues, individuals will discover their strengths. We also are a company built on an entrepreneurial spirit, hard work and the joy of accomplishment.

When recruiting staff members, rather than seeking individuals with specific qualifications, we look for the 'x-factor' that sets them apart as the best of the best.

Qualities such as stamina and drive and passion, and the ability to learn quickly, work in a team, and display management potential and business intelligence are attributes in our environment. Employees should also be able to meld practical and creative skills in a way that ensures they meet the organisation's ability to reinvent its approach to media strategy, while bringing unique value to every client and deliver a solid return on investment. Analytical development receives a strong focus within the company, thus ensuring that candidates develop rapidly into successful managers. One way of developing analytical skills is ensuring that employees actively participate in recruitment drives to populate their teams with the next generation.

At Meltwater we are impressed by go-getters, which means that we favour people who grab every opportunity they come across, whether it's having a weekend job or selling a product while you're at university. These experiences help to develop and prepare you for an exciting corporate environment.



Holly Engelbrecht:  
BA in Film and  
Media Production  
Post-graduate diploma in enter-  
prise management (UCT).

#### The Grad Perspective

As a sales manager, Holly Engelbrecht relishes the opportunity to make an active contribution to the strategy and development of the office, as well as its culture and bottom line. 'At the moment, my job at Meltwater entails balancing the thrills and challenges of managing my own team, as well as being accountable for my own sales targets,' she explains.

She says that it is Meltwater's people who make the company such a great place to work. 'I've never before been part of a collective where the people involved are truly gifted, inspiring and quirky. They keep me motivated – I have yet to have a boring day in the office!'

She also loves the fact that she gets to interact and negotiate with top-level executives across a wide range of industries. 'For instance, my first client was Samsung. It was an exhilarating negotiation with a huge global company, which was incredible from a professional point of view. I also brought the United Nations on board as a client in South Africa, which was extremely rewarding. Each day, and each individual case, is so varied and presents a fresh opportunity to explore.'



**Total staff:** 19  
**Total grad:** 5-10  
**Average starting salary:** R365 000 p/a  
**Male/female staff component:**  
40% male; 60% female

#### Business Activities:

News media sales

#### Organisational Culture:

Guided by our core values, Meltwater has a fundamental belief in people and the potential they possess.

Graduate Recruitment Contact

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[www.meltwater.com](http://www.meltwater.com)



# DO YOU WANT AN INTERNATIONAL CAREER ?

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## INTERNATIONAL MANAGEMENT TRAINEES

Meltwater News is one of the fastest growing companies in Europe. Personifying the very essence of drive and ambition, we have seen the rapid growth of 50 offices in Scandinavia, South Africa, Australia, Singapore, United Kingdom and United States within the last 4 years. Encouraging a humble and positive working environment, we take great pride in developing people and their careers. We are looking for talented individuals to join our Cape Town offices.

With a strong emphasis on sales, you will experience personal and professional growth at a fast pace. If you are the right person, with the right attitude, you will be given the opportunity to flourish within our European, Asian, African or US Management Program. Does London, New York and Dubai sound appealing? Well pay attention; this is what we are looking for...

#### THE INDUSTRY:

- Online media monitoring

#### THE JOB:

- Business to Business sales
- Strategic thinking on individual client needs
- Negotiating long term contracts with directors and executives
- Developing your own customer portfolio

#### THE PREFERRED SKILLS & QUALIFICATIONS:

- University degree (any discipline)
- Strong communication & relationship building skills
- Exceptional interpersonal & analytical skills
- Sales experience ideal (not essential)
- Excellent level of proficiency in written and spoken English

#### WE ARE OFFERING:

- Fun, cosmopolitan & diverse work culture
- Accelerated promotion program
- International career opportunities
- Attractive salaries

### SOUNDS LIKE ME...

If you would like the challenge of working for a vibrant international company, then polish your CV and apply via: [www.meltwater.com](http://www.meltwater.com) or send applications directly to: [ross.candido@meltwater.com](mailto:ross.candido@meltwater.com)