

Siemens' values are rooted in being responsible (committed to ethical and responsible actions), excellent (achieving high performance and excellent results) and innovative (being innovative to create sustainable value).



#### Business Activities:

Siemens is a leading global enterprise in electrical and electronic engineering, operating in the industry, energy and healthcare sectors. Worldwide, Siemens has a presence in some 190 countries, with roughly 405 000 employees working at 1 640 locations, including 176 R&D facilities.

#### Organisational Culture:

Siemens has a high-performance culture that is driven by curiosity. The company offers a friendly and open workplace.

#### Graduate Recruitment Contact

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## SIEMENS



Tshiamo Molokoane:  
 BA Accounting Science,  
 (Unisa).

#### The Grad Perspective

Tshiamo is studying towards a CTA qualification while completing the first year of a three-year CA training programme at Siemens.

'Siemens' presence in 190 countries means that we are up to date with the latest world trends and there is a high level of diversity,' Tshiamo comments. 'Its world class compliance programme demonstrates that ethical and social responsibility is a priority. Also, the amazing product portfolio is a definite plus.'

It's also a great company to work for, as Tshiamo found out. 'The best part was the fact that I was rotated through different divisions over a three-year period, so I never had a chance to get stuck in a comfort zone. This gave me the opportunity to learn more about Siemens as a whole. The senior employees in the company are enthusiastic about working with trainees, which creates an enjoyable work environment. Siemens also made sure my knowledge of the accounting industry remained up to date – important, since the industry is ever changing.'

Tshiamo's advice to other graduates is to work hard, be yourself and take constructive criticism without developing an attitude.



**Total staff:** 1 431  
**Total grads:** Approximately 100  
**Average starting salary:**  
 Market related  
**Male/female staff component:**  
 63% male; 37% female

The basic requirement for working at Siemens is curiosity. As a fully integrated technology company that offers a wide range of pioneering products for energy efficiency, industrial productivity, affordable healthcare and intelligent infrastructure, our focus is on sustainability. We therefore need dedicated and passionate people who share our vision and values, and want to make a difference in the world we live in.

Whether you are a school leaver, a graduate or a professional, Siemens offers numerous career opportunities ranging from commercial, human resources and corporate communications personnel, to project managers, engineers and radiologists, to name but a few. A Grade 12 or Matric certificate is the minimum entry requirement. In addition, all qualifications from major and accredited tertiary institutions in South Africa are recognised. Graduates must obtain a 65% aggregate in their studies as this will make the entry into our organisation easier.

Once an employee joins the Siemens family, the journey of training and development commences. Our corporate culture encourages employees to develop both in their personal lives and in their careers. Employees are given the opportunity to complete various training programmes to develop their skills and progress within the organisation. On-the-job training allows graduates to gain practical experience within their respective sectors of employment. From coaching and mentoring to capabilities training, the training experience is an ongoing one and is a key part of our high-performance culture and continuous learning environment.

Whatever your role, a job well done is always acknowledged at Siemens. Commitment, enthusiasm and the willingness to go the extra mile will enhance your career progression in the organisation.



How can I help today's talents become tomorrow's leaders?

Sanjay Khunger dares to ask.  
 At Siemens, he supports his global team to make the most of their potential.

Sanjay Khunger never lets his team forget their technology may someday save the life of someone they love. And he never forgets the people who helped him grow as a young engineer. Today he's a global vice president of engineering at Siemens Healthcare Diagnostics in Tarrytown, New York, making sure the next generation has the same opportunities he had. How far could you go working at Siemens? **Dare to ask.**

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