

**SMALL PICTURE:
A CAREER AT NEDBANK**

NEDBANK

Nedbank

NEDBANK GROUP LIMITED IS A BANK HOLDING COMPANY, WHICH, THROUGH ITS PRINCIPAL BANKING SUBSIDIARY, NEDBANK, TOGETHER WITH THE OTHER MEMBERS OF THE GROUP, OPERATES AS ONE OF THE FOUR LARGEST BANKING GROUPS IN SOUTH AFRICA. THE GROUP'S HEADQUARTERS ARE IN SANDTON, WITH REGIONAL CENTRES IN DURBAN AND CAPE TOWN.

Company culture and style

Nedbank is an organisation that is vision-led and values-driven. Staff approach every situation within the context of Nedbank's core values, namely integrity, respect, accountability, pushing beyond boundaries and being people-centred. The group's vision is to become southern Africa's most highly rated and respected bank by its staff, clients, shareholders, regulators and communities in which it operates.

The company culture is people-orientated, with a strong focus on high performance and transformation, and the Nedbank philosophy is that 'having heart is just as important as being smart'. Employees are encouraged to look beyond themselves to the needs of the communities around them – playing their part in voluntary work through the Local Hero Programme, Team Challenge, Payroll Giving, Angel Tree, Deep Green month, and World Aids Day, among others.

Employee value proposition

The people of the Nedbank Group are the heart and soul of the business and, in recognition of this, ongoing measures have been put in place to measure employee perceptions and satisfaction.

Nedbank is a proudly South African organisation. As such, one of Nedbank's strategic focus areas is to make the company a great place to work by respecting people's individual needs; providing them with a place where they can thrive; giving them a sense of purpose and true value-add; and rewarding and recognising their performance.

Candidate skills and character required

The belief at Nedbank is that 'great things begin with great people who make things happen', not only for the company, but also for themselves, clients and the community. Nedbank's ideal applicants are intelligent, ambitious, high-energy people who care about the fu-

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ture of the company and the country and strive to make a difference; people who are good team players and work towards achieving common goals. The company focuses largely on recruiting from the commerce field, but as its service offering is highly diverse, it also employs and develops across multiple professional disciplines.

Career opportunities

There are a multitude of career opportunities within the Nedbank Group, ranging from banking, accounting, project management, engineering, information technology, logistics, marketing, human resources and many more. The 'TOPP' programme for chartered accountants and the Graduate Development Programme aim to attract new talent to the business. Nedbank empowers its employees to take charge of their careers and provide them with a variety of career resources and tools. In addition, the company offers a number of coaching and mentoring initiatives and places emphasis on developing the skills and knowledge of its staff.

STATISTICS

Total employees: 21 581

Total graduates recruited annually: Approximately 120

Average starting salary for graduates: Market-related

AREAS OF STUDY

- Agriculture
- Business Administration/Management/Strategy
- Commercial Marketing
- Education
- Engineering
- Economics/Finance/Commerce
- Human Resources
- Information Technology
- Journalism/Media
- Law
- Logistics
- Natural Sciences

STARTING DISCIPLINES

- Administration
- Civil/Industrial Engineering
- Communication/Marketing
- Financial Management
- Auditing/Tax
- Human Resources
- Information Technology
- Law
- Marketing/Sales
- Management Trainee/Strategy
- Production
- Research and Development

MAKE THINGS HAPPEN

NEDBANK

A Member of the  **OLD MUTUAL** Group

800027 Nedbank Ltd Reg No 1951000009105. We subscribe to the Code of Banking Practice of The Banking Association South Africa and, for unresolved disputes, support resolution through the ombudsman for banking services. We are an authorised financial services provider. We are a registered credit provider in terms of the National Credit Act (NCA) (Act No. 34 of 2005).