



Soon, we'll all Score.

Right now, we're providing partners and clients with planning, financial and technical assistance with their infrastructure needs for our biggest ever soccer tournament. Stadia, public transport systems, accommodation, security, medical, emergency and venue training services are just some of the infrastructure that's being targeted. The way we see it, a hands-on and integrated approach is a sure way to unlock and sustain development benefits for many years to come.



Development Bank
of Southern Africa

Financier • Advisor • Partner

For more information visit www.dbsa.org or call +27 11 313 3911.

Development Bank of Southern Africa



THE DEVELOPMENT BANK OF SOUTHERN AFRICA (DBSA) IS ONE OF SEVERAL DEVELOPMENT FINANCE INSTITUTIONS IN SOUTHERN AFRICA. ITS PURPOSE IS TO ACCELERATE SUSTAINABLE SOCIO-ECONOMIC DEVELOPMENT BY FUNDING PHYSICAL, SOCIAL AND ECONOMIC INFRASTRUCTURE. DBSA'S GOAL IS TO IMPROVE THE QUALITY OF LIFE OF THE PEOPLE OF THE REGION.

The bank plays a multiple role of financier, advisor, partner, implementer and integrator to mobilise finance and expertise for development projects. The vision of the DBSA is a prosperous and integrated region progressively free of poverty and dependency. Our values are based on the spirit of Ubuntu, a passion for development, professionalism and knowledge sharing.

Employee value proposition

The bank is committed to transferring skills and experience to young people who have the necessary skills but lack experience in the market place. The objective is to grow our entry level pool in order to provide a supply of competent employees for the bank's succession pipeline. In addition to competitive salaries benefits the bank offers a variety of reward and recognition programmes which include both incentives and performance bonuses. Other benefits include study schemes for employees' children, the use of a gym, wellness programmes, a canteen run by chefs, a professional nurse as well as a soccer field and volleyball courts.

The bank offers development opportunities for its employees in the form of staff exchanges externally, internal rotation to gain skills, entry level development through the graduate programme, leadership development for the HiPo employees and personalised development through the Personal Career Development Plan.

Graduate Recruitment Programme / candidate skills and character

A graduate programme provides professional work exposure on a contract of a period of two years to qualified newly graduated young students. Recruiters attend university career days whereby they invite students to find out more about the opportunities at the DBSA. Candidates apply electronically on a website. A strict screening process is applied and psychometric testing takes place. Once we have gathered all this data we then select candidates based on the closest fit to the organisation.

Post graduates studying in the relevant disciplines will qualify for the programme provided they are South African citizens or permanent residents studying at recognised universities; younger than 30 years of age; in possession of a minimum of an Honours degree or equivalent qualification i.e. completed NQF level 7 or above. Relevant fields of study include business science, general science, commerce relating to accounting, economics, finance, risk management, mathematics and statistics.

We look for vibrant and dynamic graduates who are passionate about making a development impact and contributing towards sustainability in the continent. Employment equity requirements will be applied to all applications.

Graduates participating on the programme receive market-related remuneration, medical aid benefits, leave and learning and development opportunities.

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
- Risk Management

STARTING DISCIPLINES

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

STATISTICS

Total employees: 1 214

Total graduates recruited annually: 10 – 20

Average starting salary for graduates: R150 000 per annum

Career opportunities

A mentorship programme is built into the graduate programme as well as a number of formal and non-formal training interventions pertaining to both technical and soft issues. We believe in investing as much as we can in people who are to be our future leaders. Once they have successfully completed their programme, graduates are assessed on their work readiness and deployed internally where positions are available.

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