



## No beginning is too small

As an eight-year-old orphan living in rural Kwazulu-Natal looking after cattle, Richard never dreamt that he would one day be an electrical engineer. And even when he moved from the rural areas to the township, his future didn't look much better. He lived in a shack and packed supermarket trolleys for a living. Through all this though he kept up with his studies and in his matric year, a Microsoft® Digital Village\* opened in the neighbourhood. These technology centres offer communities a chance to learn about computers. Richard wasted no time in joining and today says, had it not been for the training he

received there, he would have fallen behind in the first year of his engineering degree. His familiarity with Microsoft tools also came in handy for his final year project where he used Microsoft Access interfaced with Microsoft Visual Basic. The project was voted Most Highly Commended Electrical Design Project. Today Richard's future looks incredibly bright, and as he climbs higher we will be there with the solutions he needs to help him go further. Working with partners, Microsoft is helping to bridge the digital divide. Enabling people to realise their potential.

*\*A Digital Village typically consists of 15-20 computers with software, based on the needs of the particular community, as well as training content from Microsoft as well as third parties. They are a community resource centre for training, information search on the web, doing projects, doing CV's, job search and emailing.*

For more information visit <http://www.microsoft.com/southafrica/communityaffairs>

MICROSOFT SOUTH AFRICA IS A SUBSIDIARY ARM OF THE SOFTWARE GIANT, MICROSOFT, A GLOBAL LEADER IN SOFTWARE, SERVICES AND IT SOLUTIONS. THE COMPANY WAS FOUNDED IN SEATTLE IN 1975 WITH A VISION OF A PERSONAL COMPUTER ON EVERY DESK AND IN EVERY HOUSEHOLD.

Today Microsoft is one of the best known brands in the world with a global footprint and a majority share of the operating systems market (Windows) and productivity applications (the Microsoft Office System).

Launched in 1992, Microsoft South Africa is primarily a software solutions sales and marketing subsidiary with its primary focus being the availability and accessibility of its technology to as many people and organisations as possible. The company has an active corporate social investment programme in place through its 'digital inclusion' initiatives which aims to bring the benefits of technology to thousands of under-served people in South Africa.

### Employee value proposition

Microsoft's employee value proposition focuses on remaining an employer of choice. This is achieved through a combination of four key elements including reward and recognition; employee benefits; learning and development; and work environment.

The company pays competitive salaries and recognises and rewards outstanding achievers through its Gold Star Awards and by offering stock options. Employee benefits are attractively packaged to ensure the company is competitively positioned. Benefits include medical aid, risk cover, pension and provident fund, car and cell phone allowances, and Breakfast/lunch for each employee, irrespective of where in the world they work. The company invests up to 10% of its payroll on learning and development and has a robust performance management system in place. Finally, Microsoft strives to create an enabling work environment, paying specific attention to diversity and inclusion. All employees are provided with leading edge technology.

Microsoft South Africa has been favourably rated as an employer of choice in a number of independent studies.

### Candidate skills and character

Microsoft South Africa seeks people who, in addition to appropriate qualifications – are able to succeed and make a positive impact on the business and the world. People who do well at Microsoft are problem solvers, solutions driven, and look at problems in different ways. They are achievement oriented and are independent and analytical. They also tend to be optimistic about the future, self-driven, and good team players.

The company has recently introduced an executive recruitment programme whereby experienced executives are rotated between various departments in the business before finding permanent niches after one year. A Graduate Academy – called MACH (Microsoft Academy for College Hires) – provides recently qualified professionals with key competencies required of the industry before being redeployed into Microsoft's partner and customer network.

### Career opportunities

As Microsoft South Africa is primarily a software sales and marketing business, career opportunities are largely in the software sales arena. However, the company

#### 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
- Procurement and Logistics

#### 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
- Business Operations

#### STATISTICS

Total employees: 400

Total graduates recruited annually: Approximately 6

Average starting salary for graduates: Market related and competitive

also recruits seasoned professionals capable of implementing and managing complex projects. Other professional opportunities exist in areas such as finance, marketing and human resources.