



*Your **future** starts here as an MTN TOPP accountant.*

The MTN TOPP programme provides trainee chartered accountants with multi-disciplinary skills in the areas of financial management, financial accounting, taxation, information technology, internal auditing, and cost and management accounting.

So if you:

- Have completed your CTA, BCom Accounting or in final year
- Are writing board in 2009 or 2010
- Are driven and hardworking
- Work well with people
- Have good time management

Then go to www.mtnjobs.co.za for more information.





MTN IS A DYNAMIC, FAST-PACED AND ENERGETIC TELECOMMUNICATIONS COMPANY, FOCUSED ON DELIVERING SERVICES TO DEVELOPING MARKETS ACROSS AFRICA AND THE MIDDLE EAST. WITH OUR HEAD OFFICE IN JOHANNESBURG AND 21 OPERATIONS ACROSS THE MTN FOOTPRINT, WE BELIEVE THAT THROUGH ACCESS TO COMMUNICATION COMES ECONOMIC EMPOWERMENT.

The company's core values, including integrity, leadership, innovation and can do, is hinged around a philosophy that supports the path of 'Can Do Relationships'. The company believes in mentorship, and growing its people within a stimulating leader-learner work environment. The MTN culture promotes high performance and business-focused results.

Employee value proposition

Entrenched in MTN's culture is the 'Can Do' spirit of our people. We work hard at creating an environment that accommodates staff at every level. A number of staff motivation programmes are in place, both divisional and at a corporate MTN Group level, one of which is the 'Y'ello Star' initiative, a recognition programme that aims to motivate MTNers to excel.

Employees are evaluated through the Integrated Performance Management Framework, and are rewarded according to their levels of performance. The group offers good overall remuneration packages including benefits such as medical aid, provident fund, pension fund, cellphone allowance, and a canteen subsidy.

The MTN Academy encourages all staff to develop and grow within the organisation, with a number of learning opportunities provided. Bursaries are offered to permanent staff looking to further their careers. MTN currently offers three programmes including the Leadership Talent Management, Career development and Pathing, and Individual Development Plans to prepare staff for promotional prospects.

Candidate skills and character required

The MTN Graduate Development Programme offers workplace and experiential training to qualifying graduates, providing them with a set of valuable workplace-readiness skills. Graduates are placed in divisions throughout the company for a minimum of 24 months, depending on where they can add the most value and to their desired career path.

MTN seeks to ensure that graduates have the necessary skills to become employable beyond MTN. We select students who have completed their tertiary qualifications in specific areas. With this programme, MTN is actively addressing the country's current skills shortage, and ensuring a pipeline of educated, quality employment equity candidates, while creating potential employees for MTN itself and the broader business community.

Potential candidates should have completed their tertiary qualifications in the areas of finance, logistics, supply chain management, engineering (light-current), IT, marketing or HR, and display an excellent academic record in their field of study.

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
- Information Management

Career opportunities

MTN provides a multitude of development and learning opportunities to staff, including supplementary business and leadership skills training internally. Staff have the opportunity to expand their career horizons through external training with MTN providing bursaries where appropriate. The management team also offers skills coaching and hands-on mentoring via MTN's leader-learner programmes.