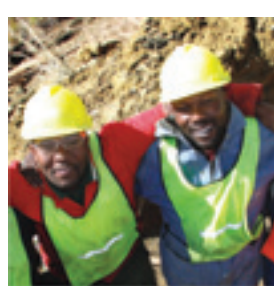


# bursary

A SANRAL bursary could be yours!



The South African National Roads Agency Ltd (SANRAL) is offering full bursaries to candidates who are studying a degree in: civil, electrical, electronics, traffic and transport engineering and computer science in year 2010. Consideration will be given to South African students who are in the second, third or fourth year of undergraduate study and those currently registered for post-graduate studies.

Interested students must submit a comprehensive CV with certified copies of matric results, recent academic records, confirmation of registration, South African identity document, proof of parents'/guardians' income and motivation by 30 November 2009.

Send applications to SANRAL Corporate Services Executive, P.O. Box 415, Pretoria, 0001, attention Ms H Harper.  
If you have not been contacted by 31 January 2009, please accept that your application was unsuccessful.  
For further information, please contact Ms P Makhubu at [makhubup@nra.co.za](mailto:makhubup@nra.co.za) or 012 426 6000.



# SANRAL



IN LINE WITH GOVERNMENT'S COMMITMENT TO TRANSFORM THE PUBLIC SECTOR, THE SOUTH AFRICAN NATIONAL ROADS AGENCY LIMITED (SANRAL) WAS ESTABLISHED IN APRIL 1998 BY AN ACT OF PARLIAMENT AS AN INDEPENDENT STATUTORY COMPANY OPERATING ALONG COMMERCIAL LINES AND AT ARM'S LENGTH FROM GOVERNMENT.

The purpose of the organisation, which is registered in terms of the Companies Act with the Minister of Transport as the sole shareholder, is to maintain and develop South Africa's expanding national road network (currently 16 150 km) and to manage assets with an estimated value of more than R6.5 billion (excluding land).

## Employee value proposition

The development of SANRAL's people to meet performance and growth objectives is core. Each employee is engaged in a defined role which adds value to the organisation as a whole and is focused towards a particular discipline. These roles are supported by participation in various organisational levels which provide opportunities for experiential learning, growth and development.

SANRAL's bursary scheme is aimed at encouraging employees at all levels to realise their potential, gain self confidence and increase their value to SANRAL. The areas of internal communication, reward, recognition and performance management policies, career enhancement and skills development have been identified as critical areas. SANRAL therefore introduced its reward and recognition programme in 2008. These include quarterly awards, personal achievement awards and team achievement awards.

## Graduate Recruitment Programme / candidate skills and character

SANRAL implemented a bursary scheme for external students in 2007. The scheme is aimed at sponsoring students from previously disadvantaged backgrounds interested in studying towards a civil engineering degree and related studies in the built environment arena. Students that are awarded bursaries by the organisation are offered vacation jobs related to their field of study or as prescribed by the university.

SANRAL looks for individuals that are hardworking, dedicated and enthusiastic. Candidates are required to be passionate about civil engineering, particularly in the road construction industry. We also look for attributes that focus on communication and project management skills.

## Career opportunities

SANRAL is currently looking for qualified civil engineering professionals to fulfill roles related to the expansion and maintenance of the road network. Applications are welcome from individuals with proven experience in Traffic and Transportation Engineering, Pavement Engineering, Geotechnical Engineering and Project Management. We also have a need for professionals to fulfill the roles related to the Intelligent Transport System (ITS) including electronic toll collection (ETC) systems. These professionals would ideally have a qualification in electrical, electronic engineering or computer science. Qualifications would include a degree in Civil, Electrical,

### 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

### STATISTICS

Total employees: 174

Total graduates recruited annually: ± 20

Average starting salary for graduates: negotiable

Electronic Engineering and Computer Science. Professional engineering registration (local or recognised international) and post-graduate qualifications in related fields will be a definite advantage. Ideally applicants should have six to ten years experience in a design office, construction company, project and general management.