

The **TOTAL** work experience

We value our employees as individuals and are committed to creating a work environment in which our employees can develop to their full potential. Our benefits are competitive, aligned with best practice, and offer flexibility.



Are you a responsible, innovative, self-driven, customer-oriented performer?
Can you adapt easily, handle honest feedback and thrive amidst diversity?
If so, we need you!



You know where to turn **TOTAL**

THE TOTAL GROUP IS THE WORLD'S FOURTH-LARGEST PUBLICLY TRADED INTEGRATED INTERNATIONAL OIL AND GAS COMPANY. WITH OPERATIONS IN MORE THAN 130 COUNTRIES WORLDWIDE, TOTAL IS ACTIVELY ENGAGED IN EVERY ASPECT OF THE PETROLEUM INDUSTRY.

TOTAL South Africa is essentially an oil and petroleum products marketing business that also manufactures lubricants and refines crude oil.

The company is driven by its core values of professionalism, transparency, pride and diversity. TOTAL South Africa is committed to growing its business, based on shared values and common principles that clearly assert its ethical standards and accountability.

Our people are intrinsic to the success of TOTAL South Africa. We have a team of excellent people, with great attitude. The TOTAL attitude of boldness, listening, cross-functionality and mutual support forms the cornerstones of the company culture.

Employee value proposition

TOTAL South Africa offers all employees competitive market-related salaries as well as provident fund, medical aid and life assurance benefits. Our rewards system centres on both company and individual performance. We offer flexible working hours, a progressive maternity policy, and a comprehensive wellness programme, (including employee assistance, HIV/Aids and disability programmes). At the Rosebank office, an on-site gym, car wash, Bonjour shop and a laundry service are provided for the convenience of staff. TOTAL employs a high proportion of technical people. In addition to having competence, new employees need to fit the culture of TOTAL, which embraces job flexibility and diversity.

Candidate skills / character

TOTAL South Africa recruits on average 18 graduates, including graduates living with a disability, for their internship programme per annum. Our internship programme targets new graduates looking for industry experience. The programme runs for a period of 12 months. We currently source CVs from accredited institutions within South Africa. Candidates wanting to work at TOTAL South Africa should have cognitive thinking abilities, analytical skills, computer literacy, business acumen, systems thinking, be able to work in a team and have an appreciation for diversity. We encourage graduates to further their studies whilst in our employ and each intern is given a mentor to guide them through the year. On completion of the internship programme, interns are encouraged to apply for permanent positions in the company.

Career opportunities

TOTAL embrace's the value of employee development and offers a wide range of learning and development opportunities to employees. The company offers a 100% bursary for formal studies undertaken at a credible institution based on the needs of the company/industry. A development plan is implemented within the first month of an employee's appointment, career discussions take place on an annual

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: 826
 Total graduates recruited annually: 16 – 20
 Average starting salary for graduates: Competitive

basis, and an active mentorship programme is available to all staff. Preference is given to internal candidates in terms of career opportunities. In-house programmes suitable to the company/industry are available to staff. Secondment opportunities to work in TOTAL offices in Africa and abroad are also a possibility.