



**EXPERIENCE THE POWER  
OF VODACOM**



THE VODACOM GROUP IS A LEADING COMMUNICATIONS COMPANY PROVIDING MOBILE COMMUNICATIONS AND RELATED SERVICES TO 37.8 MILLION CUSTOMERS (AS AT DECEMBER 2008). ITS MOBILE NETWORK COVERS A TOTAL POPULATION OF APPROXIMATELY 179 MILLION PEOPLE ACROSS FIVE COUNTRIES: SOUTH AFRICA, TANZANIA, DRC, LESOTHO AND MOZAMBIQUE.

The group provides a wide range of communications products and services, including but not limited to voice, messaging, broadband and data connectivity, converged solutions and social networking.

Vodacom SA is South Africa's largest mobile communications network operator by number of customers and revenue.

## Employee Value Proposition

Vodacom has a vibrant culture shaped by a winning spirit and passion for the job, with an unwavering belief in the power of team. The company demands the best from its people and dedication is accepted as the standard norm.

A young and energetic workforce means employees are mobile, resourceful and eager to find the next big opportunity. Learning and self development are encouraged. Vodacom understands that successful individuals make a successful company. As a competitive and results-driven company, it attracts ambitious individuals who thrive under pressure. The company operates in a fast-paced and dynamic environment.

Vodacom strives to be an employer of choice, by affording its staff opportunities to broaden their horizons, with comprehensive offerings such as Coaching, Mentorship, Specialised Strategic Programmes, Succession Development, Leadership/Managerial/Supervisory Training Courses, and in certain areas, Job Rotations, and stretching assignments are utilised. Yebo bursaries are also made available, stimulating academic achievement, to supplement functional skills and competencies and foster life-long learning.

Rewards and benefits are regularly reviewed creating a compelling employee value proposition. Incentives include a variety of Excellence Recognition Awards, acknowledging innovation and commitment, as well as reward for results and performance.

The health and wellbeing of Vodacom employees is always at the forefront of Vodacom's human resources policies and in an effort to assist staff in managing their work/life balance. An onsite Wellness Centre provides employees with services such as preventative primary healthcare, and a host of other treatments and therapies available if desired. In addition, employees and their immediate families have access to around the clock confidential counselling services.

## Candidate skills and character

It is essential that employees share Vodacom's values, summarised in 'The Vodacom Way', a powerful statement of the company's ethical intent of being a fair, respectful and caring organisation, aligned with sound corporate governance principles.

A successful candidate must be results driven, proactive, assertive, able to show attention to detail, demonstrate integrity and high stress tolerance, be a team player, think logically, and above all, be passionate about their work and Vodacom.

Vodacom offers an external bursary scheme for IT and engineering students. A GPFT programme focuses on female students with relevant technology, commerce and business qualifications. Learnerships are offered for contact centre support,

### 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

### 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

secretarial and office administration service roles, while Internships are offered for telecommunications technicians; systems development/network management centre; property specialists; occupational safety, hygiene and environment; brand leadership; public relations; marketing communication; marketing and sales; and internal auditors.

## Career opportunities

Vodacom operates in a commercial arena, encompassing all relevant types of positions in the ICT telecommunications sector, including HR, finance, regulatory, legal, marketing and sales, strategy, customer care and corporate communications, with a strong focus on key technical roles such as engineering and IT.