



**national treasury**

Department:  
National Treasury  
REPUBLIC OF SOUTH AFRICA

## Graduate Development Programme

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# **YOUR FUTURE BEGINS HERE ... JOIN THE NATIONAL TREASURY GRADUATE DEVELOPMENT PROGRAMME**

The National Treasury is committed to youth and skills development in South Africa. We provide graduates an opportunity to gain meaningful workplace experience to complement their studies. Our Graduate Development Programme is directed at those who have or are in the process of completing their studies. Graduate recruits will be part of a supportive environment allowing for continuous development. National Treasury Graduate Development Programme (NTGDP) consists of two programmes: the Internship programme, and the Chartered Accountant Academy (CAA) – previously known as the Training Outside of Public Practice Programme (TOPP).

## **INTERNSHIP PROGRAMME**

Our 24 month internship programme offers trainees the opportunity to enhance their skills in the following areas:

- Economics
- Accounting
- Taxation
- Procurement/ Supply Chain Management
- Econometrics
- Statistics/Mathematics
- Human Resources Management
- Communications
- Finance (financial markets, pricing of securities, corporate finance, investment and risk management)
- Public Finance
- Social policy / Labour economics / Development economics
- Public policy
- Computer Science/Information Systems

All interns undergo a number of in-house learning interventions to prepare them for the transition into the world of work, giving them the skills to become competent and credible employees.

## REMUNERATION

Interns are offered competitive market-related salaries, which are structured according to the individual areas of work, level of expertise and qualification.

## CRITERIA

To qualify for the internship programme, you must have completed or be in the process of completing your undergraduate or postgraduate studies in the field of:

- Accounting;
- Economics;
- Econometrics;
- Economic Modelling;
- Supply Chain Management;
- Communications;
- Finance/Financial Management
- Taxation
- Computer Science/Information Systems
- Human Resource Management; or
- Statistics and Mathematics,

**You must have an average of 60% or higher.**

## RECRUITMENT

The National Treasury team will be embarking on recruitment drives at universities around the country. Look out for further information around campus or at your university's careers office.

## FREQUENTLY ASKED QUESTIONS

***Q. What must I have in order to be considered for the National Treasury Graduate Development Programme?***

A. Graduates must have completed their degrees and or post graduate studies with an average of 60% or higher and must be South African citizens. A comprehensive selection process is also followed, including and not limited to interviews and, competency assessments.

***Q. Which must I have studied to qualify for the National Treasury Internship Programme?***

A. Graduates must have completed or be in the final year of completing their undergraduate or post-graduate degrees with majors in the following fields:

- Economics
- Accounting
- Taxation
- Procurement/ Supply Chain Management
- Corporate governance
- Econometrics
- Statistics/Mathematics
- Human Resources Management
- Communications
- Finance (financial markets, pricing of securities, corporate finance, investment and risk management)
- Public Finance
- Social policy / Labour economics / Development economics
- Public policy
- Computer Science/Information Systems

***Q. What is the salary offering?***

A. Interns are offered a market related salary.

***Q. What kind of development initiatives will I be exposed to while on the Internship Programme?***

A. All interns receive on-the-job training. There will be a learning agreement between the line manager and the intern to ensure that interns are developed according to their job description and the specific job competencies required.

***Q. Where would I be based during the programme?***

A. All interns will be based at the National Treasury's offices in Pretoria.

***Q. How long is the Internship Programme, and what happens thereafter?***

A. The internship programme runs for 24 months. Permanent placement in the department after the programme is not guaranteed. Interns are encouraged to apply for permanent positions after one year on the programme. Most of our interns have been appointed into permanent positions. Should you not be appointed to a permanent position at the end of the programme, the intern will receive a letter of reference.

**Q. *Would I qualify for leave?***

A. Interns qualify for certain types of leave.

**Q. **How do I apply?****

A. Complete and submit the CAA application form available on National Treasury's website (**[www.treasury.gov.za](http://www.treasury.gov.za)**), and attach the following:

- Updated CV
- Certified copy of your SA identity document
- Full official academic transcripts/results

Submit completed applications via e-mail to [gdp@treasury.gov.za](mailto:gdp@treasury.gov.za) **or**

Post to:

The HR Specialist  
National Treasury  
Private Bag X 115  
Pretoria  
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Closing dates for applications: **31 July 2011**