

## Santova Logistics Graduate Programme

The Santova Group is a specialist international trade solutions business listed on the Main Board of the South African Securities Exchange with offices throughout Africa, Asia, Australasia, Europe and the United Kingdom, as well as strategic partners throughout the world.

A detailed profile of the Santova Group can be viewed on [www.santova.com](http://www.santova.com)

### **REQUIREMENT**

We are looking for graduates with minimal work experience to enlist with the Group's Graduate Programme for Santova Logistics ("Santova"). The rationale underlying the programme is to prepare **carefully selected** individuals for strategic placement within Santova at a future date.

The programme will facilitate practical hands-on experience as well as an in-depth exposure to all facets of logistics, including a thorough knowledge of the mechanisms through which supply chain efficiency or value add is achieved.

The primary objective of the 1-year programme is to develop **entrepreneurial individuals** who will be capable of growing the business through innovative solutions and strategic customer engagement. This position has vast career prospects which will be based on performance.

### **Pre-requisites**

- An exceptional candidate – 'well above average'.
- A University degree with some exposure to finance/accounting (including income statement, balance sheet and cash flows).
- Not more than two year's full time working experience.
- Must be willing to relocate within South Africa during the course of the programme.

### **JOB DESCRIPTION**

Job title: Santova Logistics Graduate.  
Region: Johannesburg, Durban and Cape Town  
Reporting to: A Director and the Regional Head within the relevant Region.

#### **Programme Exposure**

- Customs and Excise clearing and consultation.
- International freight forwarding.
- Express courier services.
- Intermodal transport.
- Vessel Chartering.
- Warehousing and distribution.
- Project and specialised 'out of gauge' cargo management.
- End-to-end supply chain solutions.
- Information systems, business intelligence, data analysis and client report writing.
- Insurance and financial services (*short-term insurance*).
- Human Resources or Accounting (*optional areas for specific individual development*).

**Abilities**

- Strong ability to initiate engagement with new clients, do “courtesy visits”, presentation skills, report writing.
- Problem solving skills, strong ability to work independently.
- Ability to demonstrate innovative and entrepreneurial thinking.
- IT literate - Microsoft office excel, Microsoft office, Microsoft word, Microsoft office PowerPoint.

**Personal Attributes**

- Strong interpersonal skills, strong sense of independence, communication skills, leadership attributes, confident, flexible and adaptive, highly motivated to achieve, career driven, willing and enthusiastic to learn.
- Driven by personal growth and a desire to achieve.