

**YOUR  
PASSPORT  
TO CAREERS  
AT SOUTHERN  
AFRICA'S  
PREMIER  
AIR LOGISTICS  
PLATFORM**



**dube**   
tradePORT

SOUTHERN AFRICA'S PREMIER  
AIR LOGISTICS PLATFORM

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# DIRECT EMPLOYMENT OPPORTUNITIES SINCE 2007

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## CREATING LEARNING AND SKILLS DEVELOPMENT OPPORTUNITIES

SOME 600 000 GRADUATES IN SOUTH AFRICA WERE REPORTED TO BE UNABLE TO FIND EMPLOYMENT IN 2012.

THIS STINGING STATISTIC MEANS THAT A GREAT NUMBER OF THIS COUNTRY'S WELL-QUALIFIED YOUNG PEOPLE - SOUTH AFRICA'S FUTURE - COULD NOT GIVE EFFECT TO THEIR INVESTMENT IN TERTIARY EDUCATION, CONFIRMATION THAT THERE EXISTS A GAP BETWEEN UNIVERSITY AND THE WORKPLACE.

It is Dube TradePort Corporation's intention now to play a significant and pro-active role in assisting to bridge the gulf by offering select graduates a variety of learning and skills development opportunities to better integrate them into the work environment.

### DUBE TRADEPORT CORPORATION'S OFFERING:

1. Experiential Learning Programme
2. Financial Assistance Programme:  
Engineering Bursaries
3. Internship Programmes

### EXPERIENTIAL LEARNING PROGRAMME:

The Experiential Learning Programme consists of a combination of theoretical and practical learning in a 'real' work environment. Learners are integrated into an actual job at the outset and exposed to theoretical instruction, job shadowing and on-the-job training.

### AREAS FOR EXPERIENTIAL LEARNING:

#### Qutom Farms - Dube AgriZone

Qutom Farms operates a 12ha greenhouse, which grows tomatoes, cucumbers, as well as red and yellow peppers.

#### Dube AgriLab - Dube AgriZone

Dube AgriLab is an ultra-modern plant tissue culture (or micro-propagation) facility and is an integral part of Dube AgriZone. The tissue culture facility is capable of servicing both horticultural and agricultural industry plant propagation needs within Dube AgriZone.

#### Nursery - Dube AgriZone

The Dube TradePort nursery consists of a potting shed, staging area, workshop and a misting tunnel. It is used for the propagation of indigenous plants, landscaping and landscape maintenance of certain areas of the Dube TradePort precinct.

### FINANCIAL ASSISTANCE PROGRAMME:

#### Engineering Bursary Scheme

As Dube TradePort Corporation's vision is realised and the organisation expands the functional areas in which it is involved from an infrastructural development perspective, it recognises that qualified engineers will be required.

Dube TradePort Corporation has initiated a pilot bursary programme geared towards assisting in addressing the country-wide shortage of engineering professionals.

The profession demands the attainment of a four-year degree, a costly tuition process and one which, as a result, precludes many historically disadvantaged learners from studying towards such academic qualifications.

The organisation initiated the pilot programme in 2013, selecting a number of University of KwaZulu-Natal students to participate. Dube TradePort Corporation is set to grow its bursary programme in 2014 and aims to assist many more deserving students from both the University of KwaZulu-Natal and the Durban University of Technology's engineering faculties.

**YOUR FUTURE BEGINS HERE...  
JOIN THE DUBE TRADEPORT CORPORATION  
INTERNSHIP PROGRAMME**

The Dube TradePort Corporation is committed to job creation, youth and skills development in South Africa. We provide graduates an opportunity to gain meaningful workplace experience to complement their studies. Our Internship Programme is directed at those who have or are in the process of completing their studies. Graduate recruits will be placed in a supportive environment, allowing for continuous development.

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## INTERNSHIP PROGRAMME:

Our interns undergo a number of in-house learning interventions to prepare them for the transition into the world of work, providing them the skills to become competent and credible employees. All interns will be based at Dube TradePort in La Mercy, Durban, KwaZulu-Natal.

Our Internship Programme offers trainees the opportunity to enhance their skills in the following areas:

- Accounting;
- Contracts and Compliance;
- Supply Chain Management;
- Safety, Health, Environment, Risk and Quality (SHERQ);
- Human Resources;
- Marketing;
- Network and Data Centre Management;
- Maintenance;
- Horticulture;
- Agricultural Science/Engineering;
- Tissue Culture Laboratory;
- Water Quality;
- Development/Town Planning;
- Environmental Management;
- Quantity Surveying;
- Architecture; and
- Built Environment/Civil Engineering.

## CRITERIA

To qualify for the Internship Programme, you must have:

- Completed or be in the process of completing your Undergraduate or Post-Graduate studies;
- No prior work experience in the field of study;
- A positive attitude, good communication skills, be results-driven, motivated and willing to learn; and
- Basic computer literacy.

## RECRUITMENT PLAN

DUBE TRADEPORT CORPORATION WILL RECRUIT INTERNS FROM THE EDUCATIONAL INSTITUTIONS IN THE KWAZULU-NATAL PROVINCE. LOOK OUT FOR FURTHER INFORMATION AROUND CAMPUS OR AT YOUR INSTITUTION'S CAREERS OFFICE.

## FREQUENTLY ASKED QUESTIONS

### Q. What must I have in order to be considered for the Dube TradePort Corporation Internship Programme?

A. Graduates must have completed their degrees and/or Post-Graduate studies and must be South African citizens. A comprehensive selection process is also followed, including, but not limited to interviews and competency assessments.

### 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 (Mentorship and Performance Agreement) between the line manager and interns to ensure that interns are developed according to their job description and the specific job competencies required.

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

A. The Internship Programme runs for 12 months (maximum 24 months). Permanent placement at Dube TradePort Corporation after the programme is not guaranteed.

### Q. Would I qualify for leave?

A. Interns qualify for certain types of leave.



# HOW DO I APPLY?

**STEP 1:** Go to our website: [www.dubetradeport.co.za/careeropportunities](http://www.dubetradeport.co.za/careeropportunities) and download the application form, or you can collect the application form from your institution's careers centre.

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**STEP 2:** Complete the form. With your completed form attach the following:

- Updated CV;
- Certified copy of your South African identity document; and
- Full official academic transcripts/results.

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**STEP 3:** Submit completed applications via email to: [careers@dubetradeport.co.za](mailto:careers@dubetradeport.co.za) or submit to your institution's careers centre.

**All documentation should be emailed to:** [careers@dubetradeport.co.za](mailto:careers@dubetradeport.co.za)

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