



#PARLIAMENTOFRSA



GROW
PROFESSIONALLY
in the legislative sector



with our
**GRADUATE
DEVELOPMENT
PROGRAMME**



PARLIAMENT
OF THE REPUBLIC OF SOUTH AFRICA





*Serve with Purpose. Shape the Future.
Apply now.*



INVITATION TO APPLY

Parliament invites passionate, energetic, and driven graduates to apply for its Graduate Development Programme, a flagship initiative aligned with Parliament's mandate.

Through this Programme, Parliament aims to empower a new generation of professionals with the skills, knowledge and values necessary to advance public service and shape the future of our nation.

**Applications close:
20 August 2025**



FOR MORE INFORMATION, VISIT PARLIAMENT'S
WEBSITE HERE



ABOUT THE GRADUATE DEVELOPMENT PROGRAMME

Parliament's Graduate Development Programme is a structured, full-time, three-year initiative that offers you, as a recent graduate, the opportunity to gain valuable work experience in line with your qualification.

You will benefit from structured learning interventions, targeted development opportunities, bursary support for further studies and mentorship from seasoned senior professionals who will help you build critical skills and realise your full potential.

Dedicated mentors will guide you through real on-the-job tasks and provide exposure to high-profile

institutional projects, such as the State of the Nation Address, the Budget Speech, and Taking Parliament to the People.

Through your work in your assigned business area, you will be exposed to engagements and forums that make a meaningful contribution to Parliament achieving its objectives.



WHAT YOU WILL EXPERIENCE AT PARLIAMENT

Parliament is the place where Members of Parliament look after the interests of the public and ensure that the government performs the work it promised to do to improve the quality of people's lives.

Working at Parliament, the pinnacle institution at the heart of South Africa's democracy, offers you a distinctive opportunity to embark on a purposeful and rewarding journey of service.

Parliament is committed to your professional and personal development, providing a supportive environment where you can build critical skills and grow with confidence. Through continuous development initiatives, the

institution invests in unlocking your full potential and supporting your career growth.

You will experience a professional environment that values collaboration, inclusivity and diversity, where your contributions are respected and you are encouraged to be your authentic self.

To support your wellbeing, you will have access to a comprehensive Wellness Programme that supports you to thrive and perform at your best.

Parliament offers a market-related salary with a range of generous benefits including leave provisions, life cover and funeral cover.

KEY BENEFITS



Market-related salary with generous benefits including leave, life cover and funeral cover



Meaningful work that directly contributes to our democratic process



Structured learning and skills development



Mentorship and professional growth opportunities



Bursary support for further studies



Comprehensive wellness programme, including sporting codes



Purpose-driven career journey in the legislative sector



Culture of collaboration, inclusivity and diversity



Hybrid working model for flexibility



WHO SHOULD APPLY?

If you are driven by a strong ambition to be part of this distinguished institution, have high levels of commitment and a willingness to serve, possess a passion for making an impact and uphold a strong work ethic, we invite you to apply for our Graduate Development Programme.

To be considered for the programme, you need to be a South African citizen who has recently graduated in one

of the listed qualifications, with the potential to learn quickly and work effectively in teams. Applicants who obtained an average of 65% or higher on their grades will be at an added advantage.

Parliament is committed to the principles of equal opportunity and affirmative action. Graduates living with disabilities (differently abled) are strongly encouraged to apply.



QUALIFICATIONS REQUIRED

Opportunities are offered to graduates with qualifications in the fields listed below.

- Law
- Public Administration, Public Policy, Public Finance, Political Science
- Economics, Econometrics, Business Science, Finance
- Internal Audit
- Human Resources, Behavioural Sciences
- Information Technology, Information Systems, Business Informatics, Computer Science, Statistics, Data Analysis
- Brand & Marketing, Multimedia Design, Broadcast Engineering
- Library and Information Science
- Languages (including Sign Language)
- Education, Training & Development Studies
- International Relations



APPLICATION PROCESS

TO APPLY GO TO [WWW.PARLIAMENT.GOV.ZA](http://www.parliament.gov.za)



Administration. All interested applicants should follow the steps listed below to register their profile and apply for positions advertised.

LIST OF VACANCIES

For more details on the list of vacancies please search in the links below. Tip: Filter your search to "Date posted - last 2/3 weeks to get a full updated listing"

SEARCH/APPLY/LOGON

- **INTERNAL APPLICANTS** (Person currently employed by Parliament, excluding Interns)
- **EXTERNAL APPLICANTS** (Person that has never been employed by Parliament)
- **EX-EMPLOYEE** (Person that was previously employed by Parliament including previously employed Interns and existing Interns)

HOW TO APPLY

- **STEP ONE:** Register Your Profile on the iRecruitment System [here](#)
- **STEP TWO:** Update All Your Required Personal Information, Work Experience and Upload All Necessary Certified Supporting Documentation (Qualification Certificate/s, ID, CV etc.)

- 1 Visit www.parliament.gov.za
- 2 Click on **Administration** → **Careers**
- 3 Select **External Applicants** and register your profile on the iRecruitment system
- 4 Complete your profile with all the relevant and necessary information relating to your personal particulars, documenting your work experience, qualifications and skills acquired.
- 5 Upload certified copies of your Qualification certificates, Academic transcripts and ID document. Ensure that all required documents are uploaded.
- 6 Apply for the Graduate post of interest and follow the prompts on the system.
- 7 Complete the assessment and click **Finish**

APPLICATIONS CLOSE: 20 AUGUST 2025
SEE IMPORTANT NOTES ON NEXT PAGE

APPLICATION PROCESS

TO APPLY GO TO **WWW.PARLIAMENT.GOV.ZA**



Administration. All interested applicants should follow the steps listed below to register their profile and apply for positions advertised.

LIST OF VACANCIES

For more details on the list of vacancies please search in the links below. Tip: Filter your search to "Date posted - last 2/3 weeks to get a full updated listing"

SEARCH/APPLY/LOGON

- **INTERNAL APPLICANTS** (Person currently employed by Parliament, excluding Interns)
- **EXTERNAL APPLICANTS** (Person that has never been employed by Parliament)
- **EX-EMPLOYEE** (Person that was previously employed by Parliament including previously employed Interns and existing Interns)

HOW TO APPLY

- **STEP ONE:** Register Your Profile on the iRecruitment System [here](#)
- **STEP TWO:** Update All Your Required Personal Information, Work Experience and Upload All Necessary Certified Supporting Documentation (Qualification Certificate/s, ID, CV etc.)

IMPORTANT TO NOTE:

- All positions are based in Cape Town
- Parliament reserves the right not to make an appointment
- Appointments are subject to security clearance and qualification verification
- Candidates will be required to sign a 3-year Graduate Trainee Agreement
- Acceptance into the programme is conditional upon successful completion of your qualification.



**APPLICATIONS CLOSE:
20 AUGUST 2025**