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| Job Title | **TECHNICAL GRADUATE PROGRAMME** | |
| Division | Technical  Technical Graduate Development Program | |
| Purpose | The Graduate Trainee programme is aimed at young, professional go getters with the ability to integrate into any one of our key business areas. | |
| Program Description | The Program aims to develop leaders from entry level positions and move them to senior management positions in the future. It supports our aim to grow a large percentage of tomorrow's top management from within the company. It also provides a continuous stream of talent, able to make an impact at all levels of the organisation as the individuals’ career develop.  The program stretches over a period of three years with a formal assessment at the end of the first year and based on the outcome the candidate may continue or leave the program. The program selected graduates will receive relevant on-the-job experience and exposure through job rotation, work assignments, and special projects.  Selected Graduates will initially be based at our offices/factory site in Johannesburg, Cape Town or Durban  The first year is in Technical and after a one month induction; the candidates will rotate between two departments in technical for a period of 5 months each. After a year of traineeship, successful Graduates will either take on a full time technical position or continue with the program for further 12 months in Operational areas (Factory Technical and Production), spending 6 months per department. After completing the second year of the programme; a formal assessment will be conducted and the last year will comprise of two, 6 months assignments in Sales, Procurement or Technical Services.  After 3 years the candidate may take on a commercial or technical role within the business.  The role of the graduate is to take advantage of this opportunity to develop and record their successful acquisition of skills and competencies and this may be by means of a Portfolio of Evidence. Performance will be measured against goals set for specific project exposure.  The graduate will be assigned to a mentor in each function, whose role is to guide the graduate during the early professional development stage, helping them to become competent, confident professionals. | |
| Required Technical Competencies/ Knowledge and Skills | Be a university graduate with at least a BSC degree in one or more of the faculties listed under qualifications   * Chemical or Process Engineering * Polymer Science and Materials Science degrees * Chemistry * 70% Average (minimum 60%)   Or have a BTech degree in the above disciplines with an average of 80% and a minimum of 70%.  **Please note:**  Be a final year student or have graduated within the last 12 months Be prepared to work in any areas of South Africa  Be a South African citizen |
| Behavioural  Competencies | Decisive and takes initiative: Takes control and exercises leadership. Initiates action, gives direction and takes responsibility.  Supportive and cooperative: Supports others and shows respect and positive regard for them in social situations. Puts people first, working effectively with individuals and teams, clients and staff. Behaves consistently with clear personal values which complement those of the organisation.  Interactive and Presentable: Communicates and networks effectively. Successfully persuades and influences others. Relates to others in a confident and relaxed manner.  Analytical and Interpretive: Shows evidence of clear analytical thinking. Gets to the heart of complex problems and issues. Applies own expertise effectively. Quickly adapts to new technology. Communicates well in writing.  Creative and conceptualizing: Works well in situations where new ideas and experiences are required. Seeks out learning opportunities. Handles situations and problems with innovation and creativity. Thinks broadly and strategically. Supports and drives organisational change.  Enterprising and performance: Focuses on results and achieving personal work objectives. Performs best when work is results-driven and the impact of personal efforts is obvious. Shows an understanding of business, commerce and finance. Seeks opportunities for self-development and career advancement.  Adaptive and self-controlled: Adapts and responds well to change. Manages pressure effectively and can deal with potential setbacks.  Organized and committed to quality management processes : Plans ahead and works in a systematic and organised way. Follows directions and procedures. Focuses on customer satisfaction and delivers a quality service or product to the agreed standards. |
| Applications closing date | Applications open 21 October 2014 and should be sent to [applications@kansaiplascon.co.za](mailto:applications@kansaiplascon.co.za). Closing date 3 November 2014 12:00pm.  **Application requirements:**   * CV * Certified Copy of ID * Certified copy of matric certificate * Certified Academic transcripts * Recommendation letter   Should you not hear from us by 21 November, please consider your application unsuccessful. |