



Nedbank CA

Training Programme

Booklet

#BeTheDifference
Do you want to be a
#YoungDifferenceMaker?
Be empowered by a training
programme like no other.

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Why choose Nedbank?

Our purpose

To use our financial expertise to do good for individuals, families, businesses and society.

Our vision

To be the most admired financial services provider in Africa by our staff, clients, shareholders, regulators and society.

Our vision statement:

We will continue to build our franchise in South Africa, while expanding into the rest of Africa. Our strategic focus areas provide more insight into our progress and outlook.

We want to be most admired by our stakeholders. Without passionate and motivated employees we will not be able to attract and retain the clients that are key to the delivery of sustainable profits for our shareholders.

As a bank, we operate in a regulated environment and aim to be admired by our regulators. Lastly, we can play a major part in our communities and, as the green bank, we are a strong advocate and influencer for environmental matters.

Our values

Integrity

Being honest, trustworthy, consistent and transparent in all our actions and decisions.

Respect

Recognising the inherent worth of every individual and treating everyone with dignity.

Accountability

Being prepared to take ownership of and be held accountable for our commitments and actions.

People-centred

Investing in our people and creating an environment that empowers our people to perform distinctively and to excel.

Client-driven

Creating value and delightful experiences for our clients that exceed their expectations.

A glimpse into what makes our programme unique

Programme involvement

Our trainees are given the opportunity to lead and manage programme related aspects such as the recruitment processes for the programme and CASE, marketing the programme through various channels, and coordinating social events for the programme.

These events take place all year round and are a great way to ensure that the trainees stay in touch even while they are all in their separate rotations.

Programme involvement plays a huge role in our trainees' professional development and exposes them to valuable skills such as project management, budgeting, leadership and time management.

Mentorship programme

Being a working professional will have its challenges. You may sometimes feel as though you are going through something alone, especially since remote working is slowly becoming a norm and we don't get to physically engage with our colleagues the way we used to.

Who better to guide you as you manoeuvre through this journey than an experienced professional currently working within the bank?

Individually tailored rotations

Nedbank's CA Training Programme is unique in that you can choose your own rotations to align to your career goals. Know exactly where you want to end up? Choose a path there.

Banking bootcamp

The transition from being a student to being a professional may be a daunting overwhelming experience for some.

Banking bootcamp is there to make this transition as seamless as possible, while allowing incoming trainees to engage and get to know one another and programme management. It's a month-long induction filled with activities and workshops that will sculpt you into the professional you aspire to be.

There will be numerous workshops ranging from ethics training, resilience training, professional writing and many other topics that will get you bank-ready. Your development is our priority and banking bootcamp is one of the ways in which we develop our trainees.

Coaching

You will be allocated a mentor that will guide you and hopefully make the journey a happy one.

We all have limitless potential, but situations that we find ourselves in may cause us to doubt that.

Nedbank will provide you with access to seasoned coaches who will help you unlock your potential by steering you to a more conducive mindset.

Have no idea where you want to end up? Nedbank gives you the flexibility to explore different areas of the bank that you might be interested in. No 2 trainees will follow the same route!

Hear it first from our management



Nombulelo (Letsie) Ndlovu CA(SA)

Head:
Specialist Training Programme

From investment banker to training officer – what made you decide to make the shift and how did Nedbank support you when you made this decision?

The role of being a training officer is a combination of purpose and passion for me. I was exposed to talent recruitment through Nedbank. During my articles, I had a privilege of being Head of Recruitment for the CA Seminar Experience – this exposure ignited a deep passion for young talent. I am passionate about helping them transition to the world of work, thrive in it, and make their mark.

This role enables me to do that and so much more. The support I have received from Nedbank has been invaluable; I have been upskilled for the role via formal and informal trainings, coaching and mentorship. My predecessor is still at Nedbank and has become such a solid and constant support structure for me. The STP Management Team with its wealth of knowledge and experience has also supported me in finding my feet in this role.

From your perspective, what makes the Nedbank CA Training Programme unique?

We aim to mould our trainees into future focused business Leaders. We have a holistic approach that focuses on:

Mentorship and coaching

Our trainees have mentors who are vested in their career and professional growth beyond the SAICA competency requirements. Their mentorship journeys offer them a partner in their early career as they start to position themselves as the future leaders they want to be. Our trainees also have group coaching sessions with trained professional coaches. Coaching unlocks a growth mindset that empowers you drive your own development, which is critical in creating a future business leader.

Leadership opportunities

We have various programme committees such as Recruitment Committee, Social Committee and Marketing Committee that our trainees lead and participate in. We call this Programme Involvement. Programme Involvement builds leadership skills, fosters collaboration across the programme, allows for creativity in actualising and pioneering new initiatives in the programme. This affords our trainees many opportunities to build leadership and communication skills, project management skills and exposure in the business.

Tailor made rotation path

For you to be a business leader, you need to find an area in the business that plays to your strengths, that you enjoy and that resonates with your purpose and career passions. It is against this backdrop that we allow our trainees the opportunity to influence their rotation path by rotating in areas that they are interested in. We do not pre-structure any trainees' rotation path.

We empower our trainees to drive and lead their own career and follow a rotation path that aligns to their business and career aspirations. No 2 trainees follow the same rotation path – each is tailored with the trainees' interests at heart.

Leadership opportunities

Our programme typically maintains a cohort of **30–36 trainees**, with an annual intake of **10–12 new trainees**. This is a small programme that allows for more one on one development experiences and individualised attention. The programme size prevents anyone falling through the cracks or being overlooked, but we can better devote time and resources to growth and development. Our programme sizing is deliberate and intentional to benefit the trainees.

How to apply

Nedbank CA Seminar Experience

To apply you should be in your final year of undergraduate studies. Keep an eye on our [website](#) for details.

To apply

Apply at [CA Training Programme | Nedbank](#)

Email any questions to CA@nedbank.co.za

Nedbank CA Training Programme

To apply you must be registered for a Certificate in the Theory of Accounting (CTA) or an equivalent year of postgraduate studies.

Visit our [website](#) for more information.



Renee Macaulay

Learning and Development
Manager

What would be your advice to young aspiring CAs about to enter the world of work?

Young people today are graduating into what could be one of the toughest job markets in decades, and there is a lot of pressure in your 20's to have it all figured out as quickly as possible. Once you enter that world of work everything starts to feel like a race against time. But you need to run your own race and even then, maybe don't even run – just walk. Learn to enjoy every moment because what your parents said is true: the older you get, the faster it goes'. Remember that you are on a journey, and life is about the journey, not the destination. As long as you are willing to learn, explore and stay inquisitive, you will find your way. Be ready to fail often and hard! And learn to love it, because it means you tried and you will be a better person for it. Also, take the time while you are trying to figure out your 'perfect job' to improve other skills or learn new things as well. You will be surprised how many employers will take more of an interest in your extracurriculars and who you are as a person, than in your degree.



Sihle Kamushinda

Graduate Programme
Manager

Can you describe the culture at Nedbank and within the CA Training Programme?

The Nedbank CA Training Programme is a trainee-led, trainee-focused, purpose-driven and values-based programme. It offers a unique opportunity for trainees not only to take ownership of their learning journey, but to be the difference that impacts our world. Trainees are given an opportunity to rotate in various areas of the bank, which all have a unique culture. However, the common denominator is the willingness of every team member to create an environment conducive to learning. We believe this stimulates extraordinary performance and empowers the young talented

Soaring high – our Top Achievers

AIC

Trinity Masiakwala (2025)



4th place

Chris Powels (2019)



9th place

Joanna Taylor (2019)



8th place

Kate Stephens (2017)



3rd place

Greg Rowan (2017)



10th place

Rainer Steinhagen (2016)



6th place

APC

Joanna Taylor

2021 APC honours roll

Rob Anderson

2020 APC honours roll

Greg Rowan

2019 APC honours roll

Mark Champion

2019 APC honours roll

Nicki Berrange

2018 APC honours roll



Hear from our Top Achiever



**Trinity
Masiakwala**

How did you go about preparing for your IAC?

My preparation for the IAC exam was guided by a structured and strategic approach. I began by creating a comprehensive study timeline that integrated university material, board course content, and a review of past ITC exam papers. From this plan, I determined that a December 2024 start date would provide sufficient time to cover all key areas thoroughly.

To initiate my studies, I focused on the board course by working through practice questions. This allowed me to actively recall prior knowledge and identify gaps in my understanding. Based on those insights, I revisited my university content to strengthen my theoretical foundation, especially in the areas where I needed further clarity.

In the final stretch, I reviewed the majority of the ITC papers from 2019 to 2024 to deepen my familiarity with exam formats, enhance my analytical skills, and refine my exam technique. I also relied on support from lecturers and peers, engaging in discussions and asking questions when I needed help navigating complex concepts.

Equally important was maintaining a healthy balance throughout the preparation period. I made it a priority to eat well, stay active, and get enough rest, which ensured that I remained focused, energised, and resilient in the lead-up to the exam.

How did Nedbank support you in preparing for your IAC?

Nedbank played an instrumental role in supporting my IAC exam journey, both practically and personally. From the outset, they eased the administrative burden by covering the full cost of my exam registration and handling most of the logistics involved. This allowed me to focus fully on preparing without added stress.

Beyond the financial and logistical assistance, Nedbank paired me with a peer mentor who had recently completed the same journey. This mentor provided consistent

guidance, shared valuable insights, offered support on preparation strategies, and prepared me for what to expect on the exam day. Their presence made a meaningful difference in helping me navigate the process with confidence.

A highlight of Nedbank's support was the thoughtful exam care package I received before the exam. Filled with energising study snacks and accompanied by a personalised good-luck message, it was a powerful reminder that I wasn't facing the challenge alone – Nedbank believed in me and was cheering me on.

Nedbank's investment in my success extended beyond academics. Their holistic support helped me feel equipped, cared for, and deeply motivated throughout the entire preparation period.

How has it been starting your journey at Nedbank?

Starting my articles journey at Nedbank has been an enriching and transformative experience. It began with Banking Bootcamp, a month-long training programme designed to bridge the gap between university life and the professional world. The sessions offered practical insights and foundational knowledge, with 1 standout moment being the banking simulation exercise. In this activity, we took on executive roles to manage key strategic decisions across products, systems, and employees – driving performance towards specific banking ratios. It was a powerful and immersive introduction to the business of banking.

My first rotation was in Group Internal Audit (GIA), where I was involved in audits focusing on the credit life cycle in retail banking. This gave me a strong grasp of the end-to-end processes and controls that govern credit operations. What made the experience truly memorable was the commendable culture within GIA – the people were exceptionally warm, collaborative, and always willing to teach.

I then transitioned into Group Financial Control, where I have been exposed to a variety of teams. This multi-team structure has sharpened my ability to build relationships, communicate effectively, manage my time, and juggle multiple priorities. I have gained valuable insights into the practical application of the financial reporting function and I now have a more holistic view of Nedbank as an organisation.

A significant highlight of my journey so far has been the programme involvement initiatives. I'm currently facilitating the JSE Trading Game, a Nedbank initiative run in partnership with 2 universities, which has deepened my exposure to financial markets by keeping up with market news. I have also joined the Quants Data Team as part of the Specialist Training Programme, where I have developed technical skills in Python programming and Power BI, further shaping me into a well-rounded aspiring chartered accountant.

Nedbank has provided an exceptional platform for professional growth, learning, and personal development. I am excited for what lies ahead.

Our Corporate Social Responsibility (CSR) initiatives

What is CSR?

Corporate Social Responsibility (CSR) is an important aspect of our social portfolio. Through various CSR initiatives led by the trainees, we provide them with an opportunity to give back to the communities around us, while creating positive and sustainable change.



Tsholofelo Segone

First-year CA Trainee

Why is it important for accountant trainees to use their financial expertise to do good?

Accountant trainees are future leaders in business or government and any other space that they find themselves in. Therefore it is important for them to be responsible citizens and stewards of that which has been entrusted to them for the good of the underprivileged and the environment.

Account trainees can influence processes and policies and that gives them the power to be able to effect impactful change to communities and the environment. At Nedbank our purpose is 'to use our financial expertise to do good for individuals, families, businesses and society' and as accountant trainees at Nedbank it is important that we live out this purpose in everything we do and that includes giving back to the communities around us.

Starting my articles journey at Nedbank has been an enriching and transformative experience. It began with Banking Bootcamp, a month-long training programme designed to bridge the gap between university life and the professional world. The sessions offered practical insights and foundational knowledge, with 1 standout moment being the banking

Tell us about the CSR initiatives that took place in 2023.

In 2023, the programme planned and executed the following 4 CSR initiatives:

- 1. St Mary's Children's Home**
A group of 40 CASE or QEP delegates created unique designs on takkies for the children at the home. The shoes were accompanied with personalised notes from the delegates, as well as a R10 000 grocery voucher.
- 2. St Mary's Children's Home**
We donated food, toiletry and cleaning items to the home and spent time with the children.
- 3. SA Guide- Dogs Association For The Blind**
We visited the establishment to learn how dogs are trained to help people living with disabilities gain their independence and live fulfilling lives. We were blindfolded to experience how the dogs guide their owners. We also donated money for dog food.
- 4. SPCA**
In celebrating World Animal Day, we donated food and cleaning materials to the SPCA, and we helped them clean the cages

What are the highlights of being a CSR committee member?

Being a CSR committee member was a fulfilling role as I got to live out the Nedbank purpose of using my financial expertise to do good for the community. It was a priceless feeling to see the smiles of the people we were giving back to. This allowed me to do something that is above me and put the needs of others before mine. I truly made my mark as a #YoungDifferenceMaker.



Meet the third-years



Carly Soicher

External Audit:
PKF Octagon and Balance
Sheet Management

How was your experience of banking bootcamp?

Banking bootcamp was a month-long induction that shows Nedbank's commitment to preparing us for the corporate world. This experience was so invaluable for many reasons. We interacted with other CA and quants trainees, which allowed us to build meaningful relationships before we began our first rotation.

The programme managers really went above and beyond to show us all the ins and outs of Nedbank – from how to build our brand to setting up our emails, and much more. This meant that on our first day of real work we did not feel alone and thrown into the deep end. My favourite part of banking bootcamp was the weeknight where all the trainees on the programme went away for the night – it was something to remember.

Is doing your articles at one of South Africa's leading financial institutions exciting or scary?

I knew that I wanted to do my banking articles with Nedbank for its well-reputed CA Training Programme and great culture. I am so grateful to have been given this opportunity as I get to rotate throughout the bank, working in multiple business units with many people, gaining exposure to the different parts of banking, while at the same time ticking off invaluable competencies and skills, and understanding which area(s) of the bank excite me.

Nedbank's training programme is unique in that while you rotate around the bank, in areas you choose, you are also highly involved in the programme, which involves recruitment, social and marketing. It is way more than simply ticking off technical competencies, but also about honing your management and soft skills.



Nasmia Parak

Group Finance:
Group Financial Control

What programme initiatives (PIs) were you involved in and what impact did they have on you?

- During my first year of articles, I had the opportunity to participate in various programme initiatives like the recruitment process for the programme, marketing the programme through different channels and projects, including the Chartered Accountant Seminar Experience (CASE), and coordinating social events and executive chats.
- Being involved in these initiatives has given me the incredible opportunity to harness my relationship acumen and form so many meaningful friendships with my colleagues on the programme.

How has PI developed your professional skills?

Through managing and leading various programme initiatives throughout my first year of articles, I've experienced substantial growth in numerous professional skills vital for effective leadership. These include enhanced communication abilities, stronger teamwork, refined project management, increased adaptability and learning capacity, better task delegation, more effective problem-solving, qualities, greater emotional intelligence, and the skill to manage multiple demands effectively.

Why did you choose Nedbank?

My passion for generosity resonated with the Nedbank CATP and the element of programme involvement. One of the key segments of programme involvement is the social portfolio, which includes CSR events. This piqued my interest and stood out most for me because I knew that being part of the Nedbank CATP meant I could really be a #YoungDifferenceMaker. Also, I wanted to complete my articles at an organisation that would enhance my abilities and competencies, support my personal growth, and keep me up to date in a constantly evolving world. I sought an organisation that would provide me with the finest tools, mindset, and technical skills necessary to become the kind of chartered accountant I aspire to be – and a formidable leader who contributes lasting value to those around me. To me, Nedbank was that organisation because of their support offering through coaching and mentorship and its unique 2-fold structure of rotation work and programme involvement.



Langelihle Tloulane

Group Finance:
Central Finance and External Audit:
PKF Octagon

Reflect on the highlights of your first year in the CATP.

The team-building and camaraderie experience during my first year in the CATP is one of my most treasured highlights. There is no better feeling than being part of a programme that fosters team culture through various workshops, mentorship, and team outings that encourage meaningful relationships. Building strong collaborative connections with other trainees and graduates – especially while co-leading CASE or QEP and other marketing projects throughout the year – has been so memorable.

Being recognised as the **Top CA First-year Trainee for 2023** was a personal highlight because it recognises the contributions I make to the programme.

How was your external audit secondment at PKF Octagon?

The external audit secondment at PKF Octagon is 3 months long. I had my secondment directly after the banking bootcamp, which made it my first job. The secondment required a culture adjustment – I had come to enjoy the Nedbank culture, which is not easily replicated. However, the opportunity to learn audit at PKF Octagon is an experience that I would do again.

Client engagement was my favourite part of the work, especially working on the clients' premises rather than the office.

Audit allowed me to travel more frequently, which was exciting because I was able to explore Gauteng. The clients were in various industries and the exposure of auditing these various industries in just 3 months was invaluable. You really become part of the Octagon family, and you will receive adequate support when you start. You will also get support from Nedbank while you're at Octagon. However, time management becomes crucial because you will still be involved with programme-related obligations.



Samkeliso Nkosi

Group Internal Audit and
Balance Sheet Management:
Group Funding and Value Based
Management

Why did you choose Nedbank?

I first became interested in doing my articles at a bank during my third year. The Nedbank CATP caught my eye because it allowed trainees to structure their own careers. As a trainee I can choose the area I want to rotate into, which gives me the opportunity to gain experience and build rapport in clusters that I might want to join after my rotation. The programme offers a holistic experience for trainees, as we get to lead the programme through programme involvement initiatives.

I could develop my technical skills through the rotation work and my interpersonal skills through programme involvement. I ultimately choose to sign with Nedbank because of the warm culture that I experienced during the application process. Everyone in the building embodies the values of Nedbank. The managers showed that they are as invested in my professional development as I am.

What advice can you give to CTA or PGDA students who are still deciding on where to complete their articles?

The most important thing is to do research about the types of articles, which are Training Inside Public Practice (TIPP) and Training Outside Public Practice (TOPP). You must understand what both entail and assess trade-offs that come with each type.

The final goal for you should be to do articles that align with your career goals for at least the next 5 years.

The organisation that you choose should support your own core values. Chat with trainees of potential companies to get a sense of the company's culture. The best advocates for a training office are the trainees themselves, so go onto LinkedIn and reach out to people.

Hear from our alumni



Manta Tlomatsana CA(SA)

CIB:
Corporate Finance

How was your second year rotation and what did you work on?

I chose Property Finance because property is an interesting asset that is physical, and its performance is affected by many different macroeconomic factors. I got to see property deal-making from start to end. The first step involved attending client meetings to browse through a prospective property deal, getting our valuations team to assess the property, performing a deal assessment, and finding an appropriate debt structure for the client. We presented the deal to pre-credit, compiling a credit paper and disbursing the debt. I simplified the process but there are other steps, such as compiling the loan agreement with the Legal Team and preparing all documents to pay out the loan to the client.

We also got to structure global market products such as interest swaps for the client. Other interesting parts of the rotation included going on site visits and attending property seminars that were hosted by market dealers. My highlights in the rotation were confidently presenting a R150 million deal for one of our key clients to the national committee (which comprised the Property Finance Executive) and attending a property seminar hosted by Masingita Property Inv Holdings (MPIH).

Doing your articles in one of SA's leading financial institutions – exciting or scary? Please explain.

Exciting. Nedbank's purpose of using financial expertise to do good deeply resonates with me. I'm grateful to have participated in numerous engagements that truly embodied this purpose. My work within the Property Finance Team brought change to the communities we serve. When we financed a retail centre, we created jobs and brought convenient shopping to the community. In the programme, we also got to do CSR events where we gave to the less fortunate.



Mayuri Savary CA(SA)

CIB:
Mining Finance

What support did the CATP give you as you prepared for the APC?

The programme was incredibly supportive in various ways as I prepared for the APC exams. One of the main ways in which they showed this support was through the external APC preparation courses, as well as the generous study leave, we were allowed to take throughout the year. The CATP gave us the best conditions to ensure our success in the final APC exam – I am forever grateful for the support that I received in this regard.

Why did you choose Nedbank?

One of the main reasons I chose the Nedbank CATP was the incredible focus on professional development for young talent. The programme provided a structured and supportive environment. It offered competitive and attractive rotations, as well as mentorship opportunities. The ability to customise and champion my own rotation path was something very important to me and unique to Nedbank.

How was your second-year rotation and what did you work on?

My second-year rotation was in CIB Credit. I was able to rotate between teams, spent my first 6 months in the Diversified Lending Credit Team and the last 6 months in the Energy and Embedded Generation Credit Team. I had the opportunity to work on deals and transactions with listed corporates in a multitude of different industries.

I was fortunate to be exposed to both balance sheet lending and project finance lending, which enabled me to develop a broad technical skill set. My time in Credit gave me an exceptional sense of being fully integrated into the team, given the complex transactions and deals we were required to achieve credit approval for.



Claudia Schaberg CA(SA)

CIB:
Working Capital Solutions

What does it mean to be the Head of Marketing? What were your responsibilities?

Being the Head of Marketing for 2023 was an immense privilege. Anyone who knows me knows that I am passionate about ensuring that students pursuing an accounting degree are aware of the opportunity to do their articles in financial services – especially at Nedbank. Being part of the Nedbank CATP had been a career-shaping experience for me, and being the Head of Marketing allowed me to share insights into that opportunity with others.

Nedbank's training programme was trainee-led. Being the head of a portfolio not only enabled me to build and practise relational acumen and soft skills – which are incredibly important for career growth (especially in the context of CA 2025) – but it also provided leadership experience that people rarely gain so early in their careers. Having the ability to set out the strategy and shape how we marketed the programme to future young difference-makers – while overseeing the implementation of multiple successful marketing projects – was truly one of the highlights of my year.

I was responsible for interacting with both internal and external stakeholders, implementing and overseeing projects, attending various marketing events, and interacting with young talent to help them apply for a spot in the Nedbank CA Training Programme.

Top second year CA trainee for 2023 – what does this achievement mean to you?

Being awarded as **Top second-year CA trainee 2023** was the culmination of efforts over the course of the year, and a continuation of efforts from 2022. It was a privilege to be part of a high-performing graduate programme, and to be recognised by both my peers and my team. It would not have been possible without Programme Management's support. The second year of articles was a tough one for me. Between taking on more responsibility in my rotation, being head of marketing for CATP, and studying hard for APC, it often felt like there was no end, or no light at the end of the tunnel. Being recognised meant more than just the efforts one put in were seen, and that there was light at the end of the tunnel. It was another immense privilege, especially given the calibre of the cohort – a reminder to keep working hard, keep showing up for the programme kept showing up for me.



CASE 2024 Reflections CASE co-head: Naledi Moabi

What is CASE?

CASE is the Chartered Accountant Seminar Experience, a vacation work programme led by Nedbank's first-year trainees. It serves students completing their third year in a SAICA-accredited degree by providing insights into our CA Training Programme.

Its purpose is to guide students in exploring alternatives to public practice for their articles. Ultimately, it's about illuminating paths for those we aim to support in their

What were your responsibilities as CASE co-head?

As co-head, I collaborated on strategic execution and oversaw portfolios like Project, Social, Marketing, and Recruitment. Key duties included budget allocation, theme selection, and guiding portfolio heads. My focus was also supporting delegates meaningfully throughout their experience. This role centered on enabling growth for students navigating their futures.

Why does Nedbank do CASE?

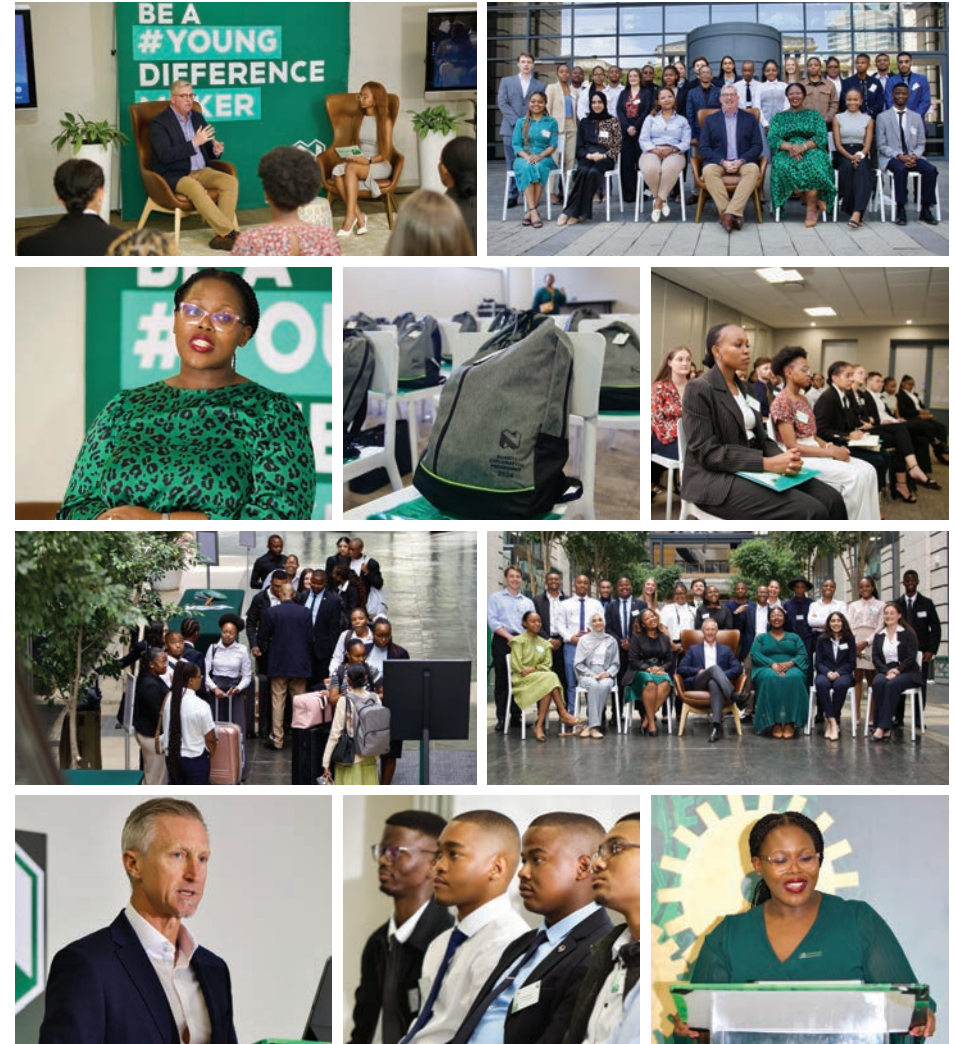
Nedbank offers CASE to highlight banking as a credible articles path beyond public practice. It demonstrates how academic skills translate into real banking roles across the organisation. Exposure is key, and CASE addresses an awareness gap many students have about non-traditional CA opportunities. This is also the perfect opportunity for delegates to consider whether they can see themselves partnering with Nedbank as their employer of choice. To make these decisions, delegates are immersed in the culture, values, and vision of Nedbank. For me, attending CASE sealed the deal.

Why recommend CASE to students?

I recommend CASE for its immersive exposure to Nedbank's purpose-driven work in financial services. It offers insight into how your skills can create societal impact through banking. They engage directly with professionals shaping this career path, including current trainees who offer a different perspective. The journey also allows delegates to discover more about themselves, network with others, and hone those personal branding skills.

What were your CASE highlights?

My greatest highlight was witnessing delegates rise to challenges with collaboration and resilience. Visiting a community organisation and connecting with the children we aim to support through finance was profoundly grounding. The social activities fostered authentic bonds within our cohort of delegates. Most pivotally, the meaningful engagements with students – the very people we strive to empower – defined the experience.



Hear from the mentors

'No man is capable of self-improvement if he sees no other model but himself.'
– **Conrado I Generoso**

Your mentor will be there to guide you and make the journey of being a working professional a happy one. You will get the chance to form a relationship with them and be inspired.



Thobani Mhlongo

Senior Associate CIB:
Infrastructure, Water and
Telecommunications

Why did you volunteer to become a mentor?

I wanted to become a mentor because of my long history of working with those who came after me – the notion of lift-as-we-climb. It all started at university where I tutored and mentored high school learners from disadvantaged backgrounds to ignite hope and ambition so that they can dream big and aim for the stars. I had mentors at university and during my time in the programme, which was critical in my stardom. In a way, I am now passing the baton and extending this amazing opportunity to others, just as I was also afforded the same privilege.

What is the value of having a mentorship programme for the trainees?

Mentorship for me is a tool that is often overlooked but plays a critical role in advancing the careers of many people. Having someone who has walked the same journey – both personally and professionally – is quite liberating. It opens up a world where we no longer see those who have achieved as idols, but rather as humans with feet of clay. It humanises those ahead of the curve and shows that they are not perfect beings but people who worked hard, developed an undying spirit, and picked themselves up when they stumbled along the way. If an opportunity to mentor or be mentored, grab it with both hands. We all have a part to play in the advancement of young CAs.



Boitshoko Mongalo

Senior Associate CIB:
Global Commodity Finance

Why did you volunteer to become a mentor?

The phrase 'it takes a village to raise a child' could not have been truer for me when I was growing up.

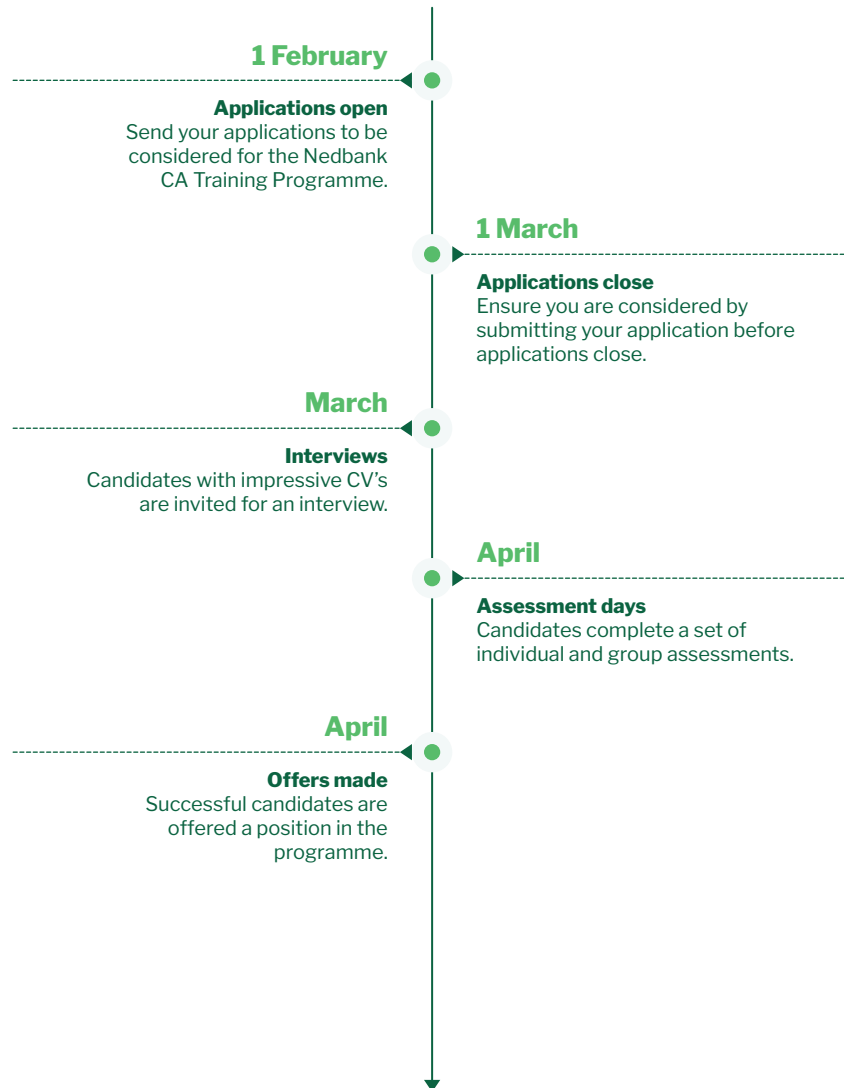
Throughout my life, I have had several mentors who helped shape my work ethic and improve my character. A mentor is critical to a person's professional and personal growth through giving advice, sharing knowledge, and demonstrating leadership.

During my years at Nedbank, I have learned that it is not always about what you know, – but how you share it with others. I believe that this skill will greatly benefit the bank and I strive to pass this

What is the value of having a mentorship programme for the trainees?

The transition from student to employee can be daunting. Without proper work-readiness and guidance, trainees can be at a disadvantage as they enter the world of work. A mentorship programme enables them to navigate the corporate world much easier, knowing that there are people – who have been in their shoes before – they can turn to for guidance and support. The mentorship programme exposes trainees to new ideas and ways of thinking, offers advice on developing strengths and overcoming weaknesses, and guide them on their professional development.

Application timeline



*Due to co-ordination efforts across various university timelines, the above dates may be subject to slight changes.

135 Rivonia Road Sandown Sandton 2196 South Africa
PO Box 1144 Johannesburg 2000 South Africa

For more information please visit
CA Training Programme | Nedbank