



UNLOCK YOUR GREATNESS AT OLD MUTUAL



DO GREAT THINGS



OLDMUTUAL

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Old Mutual is the 2018 No 1 Top Employer in South Africa and Ghana and remains the Industry Leader in Financial Services and Insurance. We have also been certified as a Top Employer in all the 13 countries that we operate in across the African continent. We are rooted in our purpose of “Enabling Positive Futures” and believe that a great customer experience is anchored in a great employee experience.

Joining Old Mutual means more than just getting an entry level job, it's about growing and challenging you through stimulating work, and pushing boundaries with new ideas and innovation.

As a leading financial services brand we understand the value of investing in our people! If you strive for excellence and are ready to accelerate your career growth, then join Old Mutual.

WHY OLD MUTUAL?

We are well positioned for future growth through our investment in technology. In driving our direct and digital offerings we can deliver product innovations that are also cost effective.

The strength of our story is based on:

- A leading brand and heritage in financial services.
- Significant further growth opportunities in South Africa and across the continent.
- Positioning as an African financial services champion.
- A strategic partnership with Nedbank.
- A track record of strong returns and cash generation combined with disciplined capital management.

OLD MUTUAL GIVES YOU THE OPPORTUNITY TO DO GREAT THINGS

We focus on creating an enabling environment that offers the following aspects to our graduates:

- A Great company with a growing African footprint.
- A Great Culture that is co-created with our employees and is based on diversity and our values.
- Great Reward and Recognition for high performers.
- Access to a Great Career with a multitude of opportunities that will grow and challenge you, and access to mentors and industry experts.
- Get an opportunity to make a difference through Staff Volunteerism and working for a Responsible Business.

Our Commitment to you

- We will partner with you to craft a great career with Old Mutual that is in line with your career aspirations.
- Your voice is important to us and we will provide engagement platforms and tools to encourage meaningful dialogue.
- A great culture based on diversity and inclusion that forms a strong foundation of our values.

What's in it for me?

- A robust and structured programme.
- Placement into a role within a business unit for an 18 month period
- Access to industry experts as mentors and coaches.
- Access to great learning and development opportunities.
- An opportunity to make a difference.

THE GRADUATE ACCELERATED PROGRAMME IS AIMED AT FINAL AND/OR POSTGRADUATE STUDENTS STUDYING:

- Commerce, Finance & Business Science (incl. Accounting, Finance, Investments, Auditing & Tax)
- Computer Science/Information Technology
- Marketing
- Engineering, Maths and Stats
- Insurance Studies
- Risk Management
- Agricultural Sciences

Are you a Mutualite?

Old Mutual's purpose is to help our customers thrive by enabling them to achieve their lifetime financial goals, while investing their funds in ways that will create a positive future for them, their families, their communities and broader society. In this way, we significantly contribute to improving the lives of our customers and broader society while ensuring a sustainable future for our business.

If our purpose resonates with you, and you are a driven and ambitious top achiever with a strong determination to succeed, then join our Graduate Accelerated Programme and we will provide you with opportunities to unleash your Greatness.

You will need to meet the following criteria:

- Have you completed and/or in your final year of a relevant undergraduate or postgraduate University Degree?
- Are you a South African citizen under the age of 27?
- Have you achieved a minimum 65% average in your final year (across all subjects)?

Application process:

Applications will open twice a year, May and July each year. The details will be posted on our website, to apply click here <https://leap.ly/omgap19>

OLD MUTUAL GIVES YOU THE OPPORTUNITY TO DO GREAT THINGS!

2019 OPPORTUNITIES – CAPE TOWN BASED

UNLEASH YOUR GREATNESS			
	Role overview	About the Business Area	Qualifications required
Gap Trainee System Developers	<ul style="list-style-type: none"> You will be a part of a team that provides analysis on various systems that are used to meet business objectives. You will work on building functions within exciting projects in close collaboration with a web development team. You will be involved at all stages of the process including sprint planning and writing code, code reviews, functional testing and release management. You will take initiative and responsibility for your work, reporting any problems along with proposed solutions. 	<ul style="list-style-type: none"> Corporate IT form's part of the Capability Cluster and we are a department within the Solution Delivery business unit. We are accountable to partner with the Corporate Segment to enable them to deliver their strategic and operational business objectives. We have a staff compliment of +/- 80, a combination of Developers, Analyst Programmer's, Business Analysts, Functional Specialist's, Solution Architects, Project Managers and IT Delivery managers. 	<p>Do you consider yourself to be ambitious and have a strong work ethic? Then we are looking for you! You will need to meet the following criteria:</p> <ul style="list-style-type: none"> Degree or equal qualification in information technology. Have working knowledge of programming languages C#, PLSQL, .Net MVC and Web development. Have knowledge of Database of Oracle, SQL server.
GAP Trainee: Environment / DevOps Engineer	<p>You will be involved in the following areas:</p> <ul style="list-style-type: none"> Environment Management Planning and Environment Setup Coordination and Configurations. Identifying and managing test environment contentions / conflicts. Environment Monitoring coordination and Support, Environment Access and Firewall request coordination and support. Installation of development/ DevOps tools like AEM, SonarQube etc. Configuring the tools required for development like AEM, Java, Angular. Agreeing on a Branching strategy with developers before starting the project and subsequent creation of branches accordingly throughout project lifecycle. Collaborating with build teams. Setup of build scripts for automated build of code and in the remainder of the lifecycle of the project, maintenance 	<ul style="list-style-type: none"> The Release, Environment and DevOps form's part of the Capability Cluster and we are a department within the Solution Delivery business unit. The Release, Environment and DevOps Team owns the planning and coordination of all phases and activities involved in the release of systems or system updates into the production environment. We facilitate release meetings and develop the release recommendation and release deployment plans based on input from multiple stakeholders within various portfolio teams. 	<p>Are you a motivated individual and a self-starter? Then we are looking for you! You will need to meet the following criteria:</p> <ul style="list-style-type: none"> IT related degree AND / or Engineering qualification.

UNLEASH YOUR GREATNESS

	Role overview	About the Business Area	Qualifications required
GAP Trainee: Functional Analysts	<ul style="list-style-type: none"> As a Trainee Functional Analyst you will start with monitoring incidents and problems, tracking the progress, while getting to know the functionality of the system and the business processes. In the longer term there will be opportunities to work on process improvements and system configurations. 	<ul style="list-style-type: none"> The Oracle Centre of Excellence form's part of the Capability Cluster and we are a department within the Solution Delivery business unit. The Oracle Centre of Excellence is a team who looks after the Oracle Enterprise Business Suite (EBS) of programs for Oracle Financials and Oracle Human Resources. This team is responsible for the day to day running and maintenance of the platform, as well as the new development. The Businesses interacting with us are both the financial business and HR business within Old Mutual. The team is part of the bigger Central IT Unit. 	<p>Are you a self-starter, self-motivated and self-driven individual with a solid interest in the IT environment, as well as financial processes? Then we are looking for you! You will need to meet the following criteria:</p> <ul style="list-style-type: none"> IT related course including FIN-TECH and/or Engineering and/or Financial Accounting.
GAP Trainee: Release Co-ordinator	<ul style="list-style-type: none"> This is a Trainee Business Analyst role with the goal of building business analysis competency within a project environment or business. This role typically works under supervision performing business analysis tasks. You will be exposed to using a set of Business analysis tasks and techniques which will enable you to better understand the role of business analyst. Insight into how business analyst deliver on business change within the organisation. 	<ul style="list-style-type: none"> The Business analysis capability supports strategic initiatives within the Capability cluster. Our mission is to build and support a highly skilled BA workforce through focus skilled development, standardisation of practices and disciplined execution. 	<p>Do you consider yourself a motivated, inquisitive and a skilled communicator? Then this is for you!</p> <p>You will be required to meet the following criteria:</p> <ul style="list-style-type: none"> Information Systems/Computer Science qualification.
GAP Trainee: Business Analysts	<p>This is a Trainee Business Analyst role with the goal of building business analysis competency within a project environment or business. This role typically works under supervision performing business analysis tasks.</p>	<ul style="list-style-type: none"> You will be exposed to using a set of Business analysis tasks and techniques which will enable you to better understand the role of business analyst. Insight into how business analyst deliver on business change within the organisation. The Business analysis capability supports strategic initiatives within the Capability cluster. Our mission is to build and support a highly skilled BA workforce through focus skilled development, standardisation of practices and disciplined execution. Do you consider yourself a motivated, inquisitive and a skilled communicator? Then this is for you! 	<p>You will be required to meet the following criteria:</p> <ul style="list-style-type: none"> Information Systems/Computer Science qualification.
GAP Trainee: Business Architecture	<ul style="list-style-type: none"> As part of the Business Architecture team, you will see how a business is constructed using People, Process and Technology so that the business model can be enabled to sell our products and services. You will support the team to ensure that design models and design documentation is documented in the right standards and quality. 	<ul style="list-style-type: none"> The CTO-Business Architecture are the business designers of the organization, working across South Africa & the Rest of Africa to design initiatives that will enable our strategy. Our role is to ensure that a solid business design is implemented within various programmes. This is a busy, dynamic area which is part of the office of the CIO. The business area comprises both of business and IT design functions as well as the IT delivery and support components. 	<p>Do you enjoy analysing business problems? Do you have an eye for detail yet understand the bigger picture? Then we are looking for you!</p> <p>You will be required to meet the following criteria:</p> <ul style="list-style-type: none"> Degree or equal qualification in information technology/ Computer Science.

<p>GAP Trainee – IT Delivery</p>	<ul style="list-style-type: none"> You will work across a number of roles: IT Support Specialist, Business Analyst, Systems Analyst, and Functional Analyst. Primary focus will be on support of the new systems applying both role specific competencies and general ITIL disciplines. There will also be a small amount of change activity exposure. This is NOT a development/programmer role. Our work is in the analysis, design, architecture and support of the solutions. 	<ul style="list-style-type: none"> The role is based within Old Mutual Capability Cluster in the IT Delivery Business Area. We are creating a new team to support the new technologies that are being implemented as part of our Transformation Programme. The systems include Policy Administration, Money Management, externally facing web applications and associated support systems. These systems will be used by our Retail Sales and Servicing Business Units. It is inclusive of Mass Foundation, Personal Finance and Wealth Segments, initially offering a range of Protection Products. 	<p>Are you a technical whizz, logical, able to adapt to new technical challenges quickly and meet the following criteria?</p> <ul style="list-style-type: none"> Degree or equal qualification in information technology.
<p>GAP Trainee: Junior Solution Architect</p>	<ul style="list-style-type: none"> As a Trainee Junior Solution Architect you will be working with Senior Solution Architects to assist in working out fit for purpose solutions for business problems and projects. You will be required to elicit business requirements and feedback to the relevant Senior Solution Architect and assist in crafting the solution based on available technology standards within Old Mutual. 	<ul style="list-style-type: none"> Solution Architecture form's part of the Capability Cluster and we are a department within the Solution Delivery business unit. Solution architects work with a variety of different stakeholders, ranging from business owners to testers. Typically the solution architect will work within the context of a project and will be involved with role players throughout the SDLC. 	<p>We are looking for individuals who takes initiative, are innovative and hard-working. You will be required to meet the following criteria:</p> <ul style="list-style-type: none"> Bachelor of Computer Science or Engineering (including Industrial Engineering) or Information Systems
<p>GAP Trainee: Project Support Admin</p>	<ul style="list-style-type: none"> As part of the Project Management Office you will have insight to the whole programme. You will support the head of the Project Management Office to ensure that the programme runs smoothly and is compliant with the governances. 	<ul style="list-style-type: none"> CTO – Project Support Admin is a busy, dynamic area which is part of the office of the CIO. We are a hard-working and close team who supports each other but holds each other accountable. We are working on a very large business transformation programme, changing systems, processes and our customer experience with over 300 people working on shore. 	<p>Do you want a career in project / programme management, have an eye for detail and enjoy planning? Then we are looking for you! You will be required to meet the following criteria:</p> <ul style="list-style-type: none"> Project Management qualification
<p>GAP Trainee: Specialist Investment Administrator</p>	<ul style="list-style-type: none"> You will be involved in the following: Global Market Repo Agreement (GMRA) - see to daily repo margining. Exposure & Risk reporting based on all clients who invested money in Future-growth. 	<ul style="list-style-type: none"> As a specialist investment company managing around R180 billion in assets, Futuregrowth aims to make a positive difference in society while earning sound investment performance for our clients. To do this, we recognise the importance of hiring talented, passionate investment professionals. <p>The team is involved in the following:</p> <ul style="list-style-type: none"> Unlisted trading and valuations exposure Interact with all areas of the business (Investment team, Marketing, Client Services, IT, Business Development and Finance) 	<p>We are looking for individuals who takes initiative, are innovative and hard-working. You will be required to meet the following criteria:</p> <ul style="list-style-type: none"> Bachelor of Business Science or Financial Analysis and Portfolio Management (FAPM)

<p>GAP Trainee: Performance & Attribution</p>	<ul style="list-style-type: none"> • Tasks in this area comprises of daily operational deliverables as well as various analytical tasks, problem solving and investigation regarding investment performance and valuations. 	<ul style="list-style-type: none"> • As a specialist investment company managing around R180 billion in assets, Futuregrowth aims to make a positive difference in society while earning sound investment performance for our clients. To do this, we recognise the importance of hiring talented, passionate investment professionals. • The performance team forms part of the Operations department and interacts closely with teams across the business and specifically the Investment team. The team has an analytical focus providing support and feedback to internal and external clients on all things related to investment performance. 	<p>We are looking for individuals who takes initiative, are innovative and hard-working.</p> <p>You will be required to meet the following criteria:</p> <ul style="list-style-type: none"> • Bachelor of Business Science or Engineering (including Industrial Engineering) or Information Systems.
<p>GAP Trainee: Business Analyst</p>	<ul style="list-style-type: none"> • As a Trainee Business Analyst you will be involved in the following; • Analyses of business processes to determine problems, risks and opportunities for improvement. • Works closely with the systems analyst and project manager to design and implement the best possible automated solution within the constraints of the tools available. • Documents requirements including data modeling, interface layouts, data flows, screen and report layouts, etc. • Investigates and defines requirements for business processes. • Ensures all testing protocols are adhered to. • Tests systems and user acceptance and implements changes or new applications. 	<ul style="list-style-type: none"> • Old Mutual Wealth (OMW) offers personalised guidance and planning that allow you, our client to enjoy the lifestyle you choose. Our expert planners consider all your goals and aspirations when they deliver an integrated plan aimed at achieving those goals. • Our investment team ensures that our recommended solutions are fully aligned to your stated goals. By putting your needs at the centre of our business and bringing you solutions that are truly geared for the future, we help you implement your plan seamlessly and efficiently. And by providing a consolidated view of your portfolio, we empower you to do great things both for yourself and the next generation. 	<p>This role requires a motivated, energetic, inquisitive and highly numerate person who has a great appreciation for numbers and understands the value that can be derived from interrogating them. You must meet the following criteria:</p> <ul style="list-style-type: none"> • Degree in Computer Science, information Systems, informatics • Must be a South African citizen under the age of 27. • Have achieved a minimum 65% average in your final year (across your major subjects).
<p>GAP Trainee: Investment Analyst</p>	<p>As a Trainee Investment Analyst, you will gain exposure in the following areas:</p> <ul style="list-style-type: none"> • Analyses of the position of unlisted companies within the industry, including sales and profit estimates, projected rates of return on capital, total equity, asset utilisation and leverage. • Projects short and long term values of stock compared with historical evaluations relative to the market index. • Researches, analyses and provides relevant information. • Makes recommendations for the selection of investment decisions to the investment committees. • Makes recommendations regarding investment attractiveness of private equity deals. 	<ul style="list-style-type: none"> • Old Mutual Wealth (OMW) offers personalised guidance and planning that allow you, our client to enjoy the lifestyle you choose. Our expert planners consider all your goals and aspirations when they deliver an integrated plan aimed at achieving those goals. • Our investment team ensures that our recommended solutions are fully aligned to your stated goals. By putting your needs at the centre of our business and bringing you solutions that are truly geared for the future, we help you implement your plan seamlessly and efficiently. And by providing a consolidated view of your portfolio, we empower you to do great things both for yourself and the next generation. 	<p>This role requires a motivated, energetic, inquisitive and highly numerate person who has a great appreciation for numbers and understands the value that can be derived from interrogating them. You must meet the following criteria:</p> <ul style="list-style-type: none"> • Degree in BCom, CA or Financial Accounting • Must be a South African citizen under the age of 27. • Have achieved a minimum 65% average in your final year (across your major subjects).

<p>GAP Trainee: Data Analyst</p>	<ul style="list-style-type: none"> As a Trainee Data Analyst you will be required to support senior teams on the following; Based on the business challenge or opportunity, apply domain specific techniques, to make sense of data, report on the data, and base decisions on statistical analysis and mathematical models. These decisions are often made with a degree of uncertainty, making it necessary to employ sensitivity analysis and simulation models in conjunction with statistical analysis. Deal with people across all levels of the organisation to understand the business problem. 	<ul style="list-style-type: none"> The Analytics unit forms part of the Digital and Data business within the Capability Cluster. We provide analytical, data provision and reporting services to the broader Old Mutual group. The analytics services include propensity modelling, geo-coding and mapping, customer segmentation, customer churn and retention modelling, root cause analysis and data visualisation amongst others. 	<p>This role requires a motivated, energetic, inquisitive and highly numerate person who has a great appreciation for numbers and understands the value that can be derived from interrogating them. You must meet the following criteria:</p> <ul style="list-style-type: none"> Degree in Computer Science, Information Systems, Maths and Statistics. Must be a South African citizen under the age of 27. Have achieved a minimum 65% average in your final year (across your major subjects).
<p>GAP Trainee: Boutique Capability Specialist (Old Mutual Investment Group)</p>	<p>The primary functions of the Boutique Capability Management team are as follows:</p> <ul style="list-style-type: none"> Analysis of competitor, environmental, market trends, product and market cash flow data, in order to provide boutiques and senior management with strategic input in terms of capabilities, product pricing and changing client needs. Provide the marketing, sales and distribution teams with information regarding areas of relative strength within OMIG that can be actively promoted/ advertised and areas of relative weakness of competitors where opportunities may exist. Analysis of boutique financial, performance, investment process and portfolio data, in order to provide input on areas of possible risk or improvement, and ensure that the portfolio of boutiques remains relevant and effective Provide technical assistance to the sales and distribution teams on matching client requests/ needs with the most appropriate boutique capabilities Analysis of new capability proposals to ensure that boutique boundaries are managed, and assistance to boutiques with implementation of new capabilities 	<ul style="list-style-type: none"> Old Mutual Investment Group is a leading African investment manager with a full range of investment capabilities, spanning the listed and unlisted universe. As the Best Performing RI Asset Manager (Kingo RI ranking 2017) and one of the Top 5 Brands in the Investment Companies Business Category (Sunday Times Top Brands 2017), we are committed to growing our customers' wealth by delivering market-beating returns. 	<p>This role requires a highly motivated and energetic self-starter who's good at working with complex tasks under tight deadlines.</p> <p>We require an individual who has a good understanding of financial markets, strong analytical skills and the ability to interact effectively with people at all levels of the organisation.</p> <p>You must meet the following criteria:</p> <ul style="list-style-type: none"> BCom or Business Science, majoring in Accounting or Investments Must be a South African citizen under the age of 27. Have achieved a minimum 65% average in your final year (across your major subjects).

<p>GAP Trainee: Marketing Consultant (Old Mutual Investment Group)</p>	<p>As the Marketing Consultant, you will support the marketing team on day to day basis. This involves the following:</p> <ul style="list-style-type: none"> • Design, marketing messages, content, development, reproduction, strategy • Campaigns • Branding • Events 	<ul style="list-style-type: none"> • The Old Mutual Investment Group Marketing team is responsible for implementing the marketing strategy. • Old Mutual Investment Group is a leading African investment manager with a full range of investment capabilities, spanning the listed and unlisted universe. As the Best Performing RI Asset Manager (Kigoda RI ranking 2017) and one of the Top 5 Brands in the Investment Companies Business Category (Sunday Times Top Brands 2017), we are committed to growing our customers' wealth by delivering market-beating returns. 	<p>This role requires a motivated, energetic, inquisitive individual.</p> <p>You must meet the following criteria:</p> <ul style="list-style-type: none"> • BCom Degree in Marketing • Must be a South African citizen under the age of 27. • Have achieved a minimum 65% average in your final year (across your major subjects).
<p>GAP Trainee: Investment Support Specialist (Old Mutual Alternative Investments)</p>	<p>You will provide support to the Old Mutual Alternative Investments' Operations team in the following areas:</p> <ul style="list-style-type: none"> • Preparation of draw down payment instructions and ensuring timeous payment there of • Reviewing and confirming remaining commitment facilities and availability dates before pay away is made • Timeous processing of payment instructions into Operating system (FIA) and reconciliation of cost and market value positions between Hiportfolio and FIA • Setup and maintenance of instrument setup in Hiportfolio and FIA as well as reconciliation of interest calculations between FIA and Hiportfolio • Assistance with quarter end outstanding debt calculations and confirmation with Counterparty • Assistance with quarter reconciliation process • Assistance with bi-annual valuation process • Share register maintenance and reconciliation between FIA and Hiportfolio • Timeous flagging of Fund Income and Expense detail in FIA and maintenance of expense register • Timeous creation of SPV Admin fee invoices • Retention and archiving of original financial documentation • General support for the Financial and Operational functions within the area 	<ul style="list-style-type: none"> • Old Mutual Alternative Investments is one of the largest alternative investment managers in Africa, with R58.8 billion (US\$4.8 billion) assets under management. We manage investments in private equity, infrastructure and a range of impact funds in the unlisted space. 	<p>This role requires a motivated, energetic, inquisitive and highly numerate person who has a great appreciation for numbers.</p> <p>You must meet the following criteria:</p> <ul style="list-style-type: none"> • BCom Degree in Finance or Investments • Must be a South African citizen under the age of 27. • Have achieved a minimum 65% average in your final year (across your major subjects).

<p>GAP Trainee: Risk Officer (Old Mutual Investment Group)</p>	<ul style="list-style-type: none"> The incumbent will assist the Risk Specialists in the Old Mutual Investment Group Risk function with ensuring appropriate and timely performance of enterprise risk management processes. 	<ul style="list-style-type: none"> Our Risk team forms part of Old Mutual Investment group; and is responsible for embedding risk management processes and culture within the business. Old Mutual Investment Group is a leading African investment manager with a full range of investment capabilities, spanning the listed and unlisted universe. As the Best Performing RI Asset Manager (Kigoda RI ranking 2017) and one of the Top 5 Brands in the Investment Companies Business Category (Sunday Times Top Brands 2017), we are committed to growing our customers' wealth by delivering market-beating returns. 	<p>This role requires a motivated, energetic, inquisitive individual.</p> <p>You must meet the following criteria:</p> <ul style="list-style-type: none"> BCom Degree Must be a South African citizen under the age of 27. Have achieved a minimum 65% average in your final year (across your major subjects).
<p>GAP Trainee: Functional Analyst (Old Mutual Investment Group)</p>	<ul style="list-style-type: none"> The incumbent will assist with the implementation and support of modules to enhance business functionality and overall performance of the application, while maintaining a high degree of customer satisfaction. 	<ul style="list-style-type: none"> The role will form part of Old Mutual Investment Group's Customer Service and Technology team. This team provides consulting skills, business knowledge, and solution knowledge to effectively support the client and to integrate technology into the client's business environment. Old Mutual Investment Group is a leading African investment manager with a full range of investment capabilities, spanning the listed and unlisted universe. As the Best Performing RI Asset Manager (Kigoda RI ranking 2017) and one of the Top 5 Brands in the Investment Companies Business Category (Sunday Times Top Brands 2017), we are committed to growing our customers' wealth by delivering market-beating returns. 	<p>If you pride yourself as outgoing, self-motivated and confident, then this role is for you!</p> <p>You will need:</p> <ul style="list-style-type: none"> BCom Information Systems Must be a South African citizen under the age of 27. Have achieved a minimum 65% average in your final year (across your major subjects).

<p>GAP Trainee: Surveyor (Old Mutual Insure)</p>	<p>As a Surveying Trainee you will be responsible for the following outputs:</p> <ul style="list-style-type: none"> • Prepare comprehensive and accurate survey reports. • Prepare loss prevention reports to eliminate or reduce insured peril exposures where appropriate. • Collate and assess risk information on site (using templates to record assessments and collecting photographic evidence) • Prepare, and proofread detailed reports and presentations for underwriters; making recommendations to underwriters about required improvements • Advise clients on-site and discuss opportunities and requirements to reduce the level of risk, or introduce the need for risk improvement programmes • Allocate quality grades to the client once improvements have been completed; • Accompany underwriters on on-site visits to help them understand the practicalities of the site • Liaise with other professionals as required, e.g. underwriters, brokers, client representatives, inspectors of health and safety and fire officers. 	<ul style="list-style-type: none"> • The Surveying Department forms part of the Commercial, Personal and Distribution (CPD) Division within Old Mutual Insure. The role which Surveying fulfils lies on the ability to assess, manage, report and mitigate risk exposures in order to make a risk insurable / acceptable. Surveyors work very closely with Underwriters by giving them perspective around the quality of various risk in order for decision making. The Surveying team embraces forward thinking graduates who are passionate Insurance, client centricity, risk management and mitigation. • Old Mutual Insure provides insurance services to personal, commercial and corporate clients in South Africa. We became a wholly-owned subsidiary of the Old Mutual Group in February 2010 and we are the only short-term insurance company in the Group. We also have operations in Namibia, Botswana, Zimbabwe and Nigeria under the Old Mutual brand. • We are the oldest short-term insurer in South Africa with a history that dates back over 180 years. 	<p>Are you a motivated individual and a self-starter? Then we are looking for you! You would need to meet the following criteria:</p> <ul style="list-style-type: none"> • BSc Insurance Risk and Investments , BSc Chemical, Civil or Mechanical Engineering, BCom Risk Management • Completed or currently completing your 3 year degree/ postgraduate studies at a recognised University. • Must be a South African citizen under the age of 27. • Have achieved a minimum 65% average in your final year (across your major subjects).
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2019 OPPORTUNITIES- JOHANNESBURG/DURBAN BASED

UNLEASH YOUR GREATNESS			
	Role overview	About the Business Area	Qualifications required
<p>GAP Trainee: Surveyor (Old Mutual Insure) JHB and Durban</p>	<ul style="list-style-type: none"> As a Surveying Trainee you will be responsible for the following outputs: Prepare comprehensive and accurate survey reports. Prepare loss prevention reports to eliminate or reduce insured peril exposures where appropriate. Collate and assess risk information on site (using templates to record assessments and collecting photographic evidence) Prepare, and proofread detailed reports and presentations for underwriters; making recommendations to underwriters about required improvements Advise clients on-site and discuss opportunities and requirements to reduce the level of risk, or introduce the need for risk improvement programmes Allocate quality grades to the client once improvements have been completed; Accompany underwriters on on-site visits to help them understand the practicalities of the site Liaise with other professionals as required, e.g. underwriters, brokers, client representatives, inspectors of health and safety and fire officers. 	<ul style="list-style-type: none"> The Surveying Department forms part of the Commercial, Personal and Distribution (CPD) Division within Old Mutual Insure. The role which Surveying fulfils lies on the ability to assess, manage, report and mitigate risk exposures in order to make a risk insurable / acceptable. Surveyors work very closely with Underwriters by giving them perspective around the quality of various risk in order for decision making. The Surveying team embraces forward thinking graduates who are passionate Insurance, client centricity, risk management and mitigation. Old Mutual Insure provides insurance services to personal, commercial and corporate clients in South Africa. We became a wholly-owned subsidiary of the Old Mutual Group in February 2010 and we are the only short-term insurance company in the Group. We also have operations in Namibia, Botswana, Zimbabwe and Nigeria under the Old Mutual brand. We are the oldest short-term insurer in South Africa with a history that dates back over 180 years. 	<p>Are you a motivated individual and a self-starter? Then we are looking for you! You would need to meet the following criteria:</p> <ul style="list-style-type: none"> BSc Insurance Risk and Investments , BSc Chemical, Civil or Mechanical Engineering, BCom Risk Management Completed or currently completing your 3 year degree/ postgraduate studies at a recognised University. Must be a South African citizen under the age of 27 . Have achieved a minimum 65% average in your final year (across your major subjects).

<p>GAP Trainee: Business Analyst (Old Mutual Insure) JHB</p>	<p>As a Trainee IT Business Analyst you will be responsible for the following outputs:</p> <ul style="list-style-type: none"> • Understand the nature and business impact of requests, perform the required analysis, and work with the developers to ensure functional and technical specifications are understood and delivered • Consult with business to identify business problems and opportunities • Assist with the development of proposed solutions and supporting business case. • Analyse and review relevant business processes and understand the impact on business and systems • Gather, analyse, document and maintain business requirements and functional specifications. • Participate in quality assurance and user acceptance testing. • Investigate production incidents and change requests to identify solutions and work with development team to implement solutions. • Provide support and collaborate with project management. 	<ul style="list-style-type: none"> • As a Trainee IT Business Analyst you will be responsible for the following outputs: • Understand the nature and business impact of requests, perform the required analysis, and work with the developers to ensure functional and technical specifications are understood and delivered • Consult with business to identify business problems and opportunities • Assist with the development of proposed solutions and supporting business case. • Analyse and review relevant business processes and understand the impact on business and systems • Gather, analyse, document and maintain business requirements and functional specifications. • Participate in quality assurance and user acceptance testing. • Investigate production incidents and change requests to identify solutions and work with development team to implement solutions. • Provide support and collaborate with project management. 	<ul style="list-style-type: none"> • Are you a motivated individual and a self-starter? Then we are looking for you! You would need to meet the following criteria: • BSc Computer Science, BCom Information Technology, BCom/ BSc Informatics, BEng IT, BCom Information Systems • Completed or currently completing your 3 year degree/ postgraduate studies at a recognised University. • Must be a South African citizen under the age of 27 . • Have achieved a minimum 65% average in your final year (across your major subjects).
<p>GAP Trainee: Commercial Underwriter (Old Mutual Insure) JHB, Cape Town and Durban</p>	<p>As a Commercial Underwriting Trainee you will be responsible for the following outputs.</p> <ul style="list-style-type: none"> • Processing underwriting transactions accurately and timeously through the execution of predefined objectives as per agreed standard operating procedures. • Understanding of underwriting processes and procedures. • Gathering information in order to evaluate the risk presented. • Evaluating risk and exposures of clients • Deciding on whether to accept the risk or not. • Calculating pricing and proposing terms and conditions of cover. • Drafting and analyzing policy wordings. • Considering whether the risk is within company appetite or whether reinsurance is required. • Portfolio analysis and identification of risk trends, etc. • Complying with all Company procedures and regulations. • Living the Old Mutual Values and being a brand ambassador. 	<ul style="list-style-type: none"> • The Underwriting Department forms part of the Commercial, Personal and Distribution (CPD) Division within Old Mutual Insure. The role which Underwriting fulfills lies on the ability to deliver client and broker related services, evaluate various risks and exposures of potential clients. Underwriters decide how much coverage clients should receive based on their risk profiles, and whether business must accept or decline these risks. Infused with various skill sets, the Underwriting team embraces forward thinking graduates who are passionate Insurance, client centricity, risk management and mitigation. • Old Mutual Insure provides insurance services to personal, commercial and corporate clients in South Africa. We became a wholly-owned subsidiary of the Old Mutual Group in February 2010 and we are the only short-term insurance company in the Group. We also have operations in Namibia, Botswana, Zimbabwe and Nigeria under the Old Mutual brand. • We are the oldest short-term insurer in South Africa with a history that dates back over 180 years. 	<ul style="list-style-type: none"> • Are you a motivated individual and a self-starter? Then we are looking for you! You would need to meet the following criteria: • BSc Honors: Insurance Risk and Investments , BSc Chemical, Civil or Mechanical Engineering, BCom Honors Economics and Risk Management • Completed or currently completing your 3 year degree/ postgraduate studies at a recognised University. • Must be a South African citizen under the age of 27 . • Have achieved a minimum 65% average in your final year (across your major subjects).

<p>GAP Trainee: Compliance Analyst (Old Mutual Insure) JHB</p>	<p>As a Trainee Compliance Analyst you will be responsible for the following outputs:</p> <ul style="list-style-type: none"> • Conduct research on regulatory and market trends. • Identify new and emerging regulatory trends. • Communicate regulatory developments to team and relevant stakeholders • Assist with the compilation of regulatory frameworks. • Analyse legal requirements and convert into plain language. • Assist with development of compliance risk management plans • Assist with compiling and distributing of holistic monitoring reports. • Assist with planning for and conducting of Self-Assessment. • Assist to create and update the Planning Memorandum. • Monitor compliance controls. • Take actions on findings. • Execute technical monitoring through prudential review and process. • Provide input into regulatory reports/ responses. • Develop material for training and awareness initiatives. 	<ul style="list-style-type: none"> • The Compliance: Risk Department forms part of the Risk Division within Old Mutual Insure. The role which Compliance fulfils in the Business lies on providing an efficient and effective service for the Regulatory Risk & Compliance function which contributes to business growth and strategy realisation. • Old Mutual Insure provides insurance services to personal, commercial and corporate clients in South Africa. We became a wholly-owned subsidiary of the Old Mutual Group in February 2010 and we are the only short-term insurance company in the Group. We also have operations in Namibia, Botswana, Zimbabwe and Nigeria under the Old Mutual brand. • We are the oldest short-term insurer in South Africa with a history that dates back over 180 years. 	<p>Are you a motivated individual and a self-starter? Then we are looking for you! You would need to meet the following criteria:</p> <ul style="list-style-type: none"> • LLB Degree • Completed or currently completing your 3 year degree/ postgraduate studies at a recognised University. • Must be a South African citizen under the age of 27. • Have achieved a minimum 65% average in your final year (across your major subjects).
<p>GAP Trainee: Forensics Analyst (Old Mutual Insure) JHB</p>	<p>As a Trainee Forensics Analyst you will be responsible for the following outputs:</p> <ul style="list-style-type: none"> • Provide required input to Fraud Detection Initiatives • Contribute to annual planning process • Conduct Initiatives aligned to the departmental annual planning document • Identify and report on trends • Conduct Monitoring in respect of all automated reports • Assist with investigations • Assist with risk assessment identification and review • Assist with the design and roll-out of fraud prevention and awareness initiatives. 	<ul style="list-style-type: none"> • Old Mutual Insure Forensics department is a specialised centre of excellence in the Risk Division with the objective of delivering centralised, independent, objective and integrated forensic services to the Group. This is achieved by providing risk intelligence through its awareness, detection, investigation, cyber-crime and reporting functions, to enable business management to prevent, identify and manage the risk of Financial Crime. The term 'Financial Crime' includes fraud, theft, cybercrime and internal irregularities as well as bribery and corruption, as defined in the financial crime risk policies. • Old Mutual Insure provides insurance services to personal, commercial and corporate clients in South Africa. We became a wholly-owned subsidiary of the Old Mutual Group in February 2010 and we are the only short-term insurance company in the Group. We also have operations in Namibia, Botswana, Zimbabwe and Nigeria under the Old Mutual brand. <p>We are the oldest short-term insurer in South Africa with a history that dates back over 180 years.</p>	<p>Are you a motivated individual and a self-starter? Then we are looking for you! You would need to meet the following criteria:</p> <ul style="list-style-type: none"> • BCom Criminology, Forensics Sciences, Forensic Investigations • Completed or currently completing your 3 year degree/ postgraduate studies at a recognised University. • Must be a South African citizen under the age of 27. • Have achieved a minimum 65% average in your final year (across your major subjects).

<p>GAP Trainee Claims Moderator (Old Mutual Insure) JHB</p>	<p>As a Trainee Claims Moderator you will be responsible for the following outputs:</p> <ul style="list-style-type: none"> • Assessing a variety of incoming claims. • Determining the correct quantum depending on the Insured loss. • Collaborating with Assessors and Negotiators in providing the correct information to clients as well as determining correct quantum. • Moderating various types of Claims from Buildings to Electronics. • The Claims department forms part of the Commercial Personal and Distribution Division and is responsible for ensuring valid claims are paid timeously and within cost. The Claims department consists of Motor and Non-Motor areas which focus on providing Claims related services to clients based on their need. 	<ul style="list-style-type: none"> • Old Mutual Insure provides insurance services to personal, commercial and corporate clients in South Africa. We became a wholly-owned subsidiary of the Old Mutual Group in February 2010 and we are the only short-term insurance company in the Group. We also have operations in Namibia, Botswana, Zimbabwe and Nigeria under the Old Mutual brand. • We are the oldest short-term insurer in South Africa with a history that dates back over 180 years. Are you a motivated individual and a self-starter? 	<p>Then we are looking for you! You would need to meet the following criteria:</p> <ul style="list-style-type: none"> • BSc Building Construction/ Quantity Surveying, BSc Electrical Engineering • Completed or currently completing your 3 year degree/ postgraduate studies at a recognised University. • Must be a South African citizen under the age of 27. • Have achieved a minimum 65% average in your final year (across your major subjects).
<p>GAP Trainee: Digital Analyst (Old Mutual Insure) JHB</p>	<p>As a Trainee Digital Analyst you will be responsible for the following outputs:</p> <ul style="list-style-type: none"> • Pioneering and executing digital or system solutions to help employees create unique experiences anytime, anywhere and through different channels. • Design and deliver intuitive solutions that drive employee engagement and / or improve the employee experience. • Design and deliver projects in quick bursts to enhance existing system functionality or introduce new solutions to the business. • Stay current on industry practices and trends and contribute to continuous improvement through the introduction of new technology and / or enhancement of existing system functionality. • Identify and build strong relationships with critical partners to enhance delivery of solutions. • Prepare business case and provide expert advice on the best design of the proposed solution/s. • Manage and participate in quality assurance and user acceptance testing. • Provide advice in the support and maintenance of the system/s (e.g. incident resolution, call profiling, backlog reduction, risk mitigation, quality control and assurance, software development etc.). • Create monthly reports to track progress of solutions against identified benefits. 	<ul style="list-style-type: none"> • Old Mutual Insure provides i- The Digital Department is a very dynamic space within the Old Mutual Insure Business! The diversity of skill sets makes this a very interesting part of the Operations Division. The role of the Digital team is to enable business by providing solutions, enhancement of processes and to ensure that processes operate effectively and efficiently. • Old Mutual Insure provides insurance services to personal, commercial and corporate clients in South Africa. We became a wholly-owned subsidiary of the Old Mutual Group in February 2010 and we are the only short-term insurance company in the Group. We also have operations in Namibia, Botswana, Zimbabwe and Nigeria under the Old Mutual brand. 	<p>We are the oldest short-term insurer in South Africa with a history that dates back over 180 years. Are you a motivated individual and a self-starter? Then we are looking for you! You would need to meet the following criteria:</p> <ul style="list-style-type: none"> • BSc Computer Science, BCom Information Technology, BCom/ BSc Informatics, BEng IT, BCom Information Systems • Completed or currently completing your 3 year degree/ postgraduate studies at a recognised University. • Must be a South African citizen under the age of 27. • Have achieved a minimum 65% average in your final year (across your major subjects).

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