



Job Description

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Job Title Absa: Leaders in The Making Program	Job Location Dar es Salaam	Category -
Job Type Full Time	Job level Internship	Industry -
Open to Expatriates Only Open to Tanzanian Nationals		

Minimum Requirements

Min Budget -	Max Budget -	Primary Industry -
Secondary Industry -	Primary Category -	Secondary Category -
Certificate -	Qualification Degree	

Summary

Welcome to the program designed to cultivate the next generation of 'Absa leaders' by providing young, ambitious individuals with the skills, knowledge, and experience needed to succeed in a dynamic and ever-changing banking sector.

The Program will equip 10 outstanding young graduates with the skills and experience required to kick-start a career in the banking industry, after which candidates should be fully ready to take on leadership positions at Absa.

Your career at Absa is guaranteed to be an exciting and innovative journey - driven by dedication to Absa's team, culture and vision of creating cutting-edge financial services.

[Click here to view ABSA: Leaders In The Making Introduction Video](#)

What to Expect:

- **Leadership masterclasses** that will drive both managerial and leadership capabilities.
- **Work on real-world projects**, to develop a deep understanding of Research and Market Analysis in the form of practical Absa Projects
- **Self paced learning** in the form of book clubs, article writing, mentorship and coaching sessions
- **Technical growth workshops** facilitated by various leaders across Absa
- **Inspirational sessions** conducted by experts in different fields, thereby learning from the best
- **Departmental rotation** that will expose you to different banking departments so you too can see where you are best suited
- **Exposure to 21st century skills** that are required for the future of work
- **Digital Masterclasses** to equip you with the ability to be tech savvy amid this technological revolution
- Variety of **training sessions and workshops**, both in-person and virtual, to build a strong foundation in leadership and professional skills
- **Collaborate with senior leaders** and mentors to gain insights and advice on leadership and professional growth

Benefits:

- Competitive compensation structure
- Intensive training
- Mentorship programs
- Rewarding work environment
- Team building and fun activities
- Flexible working arrangement

Education & Qualifications

Who are we looking for?

Candidates who are available to join Absa from April 2023 and remain throughout the 12-month duration of the programme. Candidates should meet the following requirements:

Education

- A completed Bachelor's Degree acquired from **2020 onwards**
- We encourage applications from a wide range of degree courses

Requirements

We are looking for engaged young individuals whose values match those of Absa [Absa Values - Click Here](#) because when you join Absa, you are:

- Joining a community of people who are brave, passionate, ready to rise, learn, upskill, and change to get things done
- Joining a force for good [Force For Good - Click Here](#)
- Collaborating with diverse backgrounds, various professions and fields ranging from corporate bankers, actuaries, lawyers and researchers to creative designers, innovators and many more.

Application and Selection Process

Upon meeting the minimum requirements, you will be invited to:

- Take a timed online Written Assessment
- The next step will be sharing a 40 second video of yourself that either [instructions to follow later]
- Following the assessments and video, candidates will then be invited to the final selection stage that will be a physical assessment centre, details of which will be shared with successful graduates.

Please note you will be guided throughout the process - shortlisted candidates will be informed of each stage.

Recommendations:

- To stand out and have a great CV we recommend you use Empower's Free CV Builder feature and select one of our professional CV templates - [CV Builder - Click Here](#)

Driving Licence

Not Required

To Apply for This Job [Click Here](#)