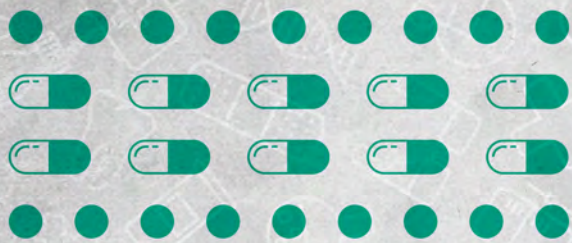


Cipla



GRADUATE PROGRAM



GRADUATE

CIPLA SA GRADUATE SKILLS PROGRAM

ALL YOU NEED TO KNOW TO APPLY

- **BACKGROUND AND PROGRAM INFORMATION**
- **APPLICATION GUIDELINES AND CRITERIA**
- **WHO WE ARE LOOKING FOR (ATTITUDE AND QUALIFICATIONS)**

Initiated in 2015, the Cipla Graduate Skills Program (GSP) is a strategic talent initiative designed to source and develop young talent for the future of Cipla.

The program aims to widen opportunities for people from diverse backgrounds. In so doing, provides appropriate and relevant work experience that aligns with the graduates' qualifications and identified talents.

Graduates are recruited annually and successful graduates complete an intensive two-year competency-based skills program. Graduates are appointed on a two-year fixed-term contract basis. Permanent employment is NOT guaranteed. However, after the first year, a graduate may apply for a permanent position at Cipla, if there are any vacancies.



BACKGROUND

PROGRAM APPROACH AND REQUIREMENTS

- Competitive, monthly stipend.
- 'Rotation' method - Graduates are rotated between businesses/functions and must be prepared to relocate more than once within the two years.



APPLICATION CRITERIA

- South African identity document (born in SA; aged between 18 - 33).
- Completed qualification (see fields of study) with an average of 70% in final year of study (completed studies in 2019/2020/2021).
- Willing to relocate (more than once) to CT, DBN, JHB within the two-year program.
- Less than one-years permanent employment working experience.
- Fully conversant (reading and writing) in English.

WHO WE ARE LOOKING FOR

Highly motivated, excellence-focused graduates, who are willing and able to fail and learn fast; who will innovate, collaborate and create the Cipla of tomorrow...

We're looking for the change-makers, the insatiably curious, the socially intelligent, the culturally aware, the most resilient, most agile, the digital natives, the game changers... Graduates who are willing to be mobile i.e., prepared to move to any of our three South Africa (Cape Town, Durban, Johannesburg) sites more than once, during the two-year graduate program.

FIELDS OF STUDY

When recruiting talent, the program considers Cipla's current and future succession plans, and the scarce skills needed to grow the organisation:

- Computer and Information Sciences
- Engineering
- Economic Management Sciences - Finance & Accounting
- Graphic Design
- Health Sciences
- Human Sciences, Industrial Psychology, Human Resources
- Manufacturing
- Natural Sciences
- Pharmacists (completed internship and community service)
- Social Sciences - Digital Marketing and Communications
- Supply Chain
- Science

VISIT CIPLA.CO.ZA FOR MORE INFO & FAQ

INTERVIEW AND APPLICATION PROCESS

1

Watch the "How to apply" graduate application video. Follow the instructions carefully - apply via Cipla SA careers website only!



2

Only applications received via the online platform are screened and long-listed if all the criteria has been met. *(Ensure all documents = PDF format with descriptive names e.g., Boni_Ntuli_Degree_Certificate)*



3

Longlisted CVs shortlisted after random, spontaneous (un-scheduled) telephonic interviews.



4

Successful candidates notified to complete the **1st** online psychometric assessment. *(Unsuccessful - declined via online platform)*



5

Successful candidates notified to complete **2nd** online psychometric assessment & 'selfie' video. *(Unsuccessful - declined via online platform)*



6

Successful candidates invited to a 30-minute virtual panel interview. Successful candidates telephonically informed. *(Unsuccessful - declined via online platform)*



7

Successful graduates receive a formal offer to join the two-year Cipla Graduate Skills Program.

